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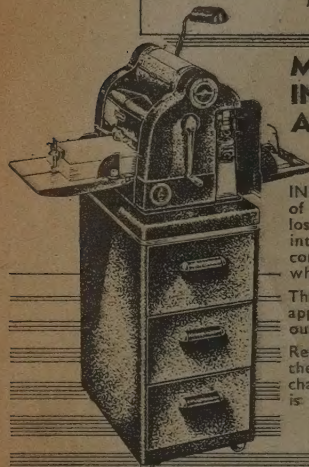


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Local Government Service

JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

No. 15 VOL. XXV

MARCH 1949

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WILL IT STOP THE ROT?

IS the crisis in local government reaching its turning point? Is the loss of powers and services by local authorities, and the decline in their prestige and importance, likely to be checked at last? Is there a prospect, even, that the position may be reversed, and that local authorities may recover, or have restored to them, some of the functions they have so recently lost to other and less democratically responsive bodies?

These rhetorical questions are prompted by significant discussions which have opened recently between the associations of local authorities and certain Government departments, and by an optimistic comment upon them which appears in the February number of "Local Government Finance," the journal of the Institute of Municipal Treasurers and Accountants.

Taken at their face value, the discussions give no ground for supposing that they will lead to any amelioration of the crisis, still less to any reversal of the current trend. They arose out of an issue which has nothing to do with the powers and duties of local authorities. In June, 1947, the Ministry of Health invited local authorities to review the organisation and staffing of all their services "with the object of effecting the fullest practicable reduction in the numbers employed." It was a simple enough request. But it proved—if one may mix the metaphor—to be the last straw that incited the worm to turn. And the worm did turn, vigorously.

Burden of Control

With one voice, local authorities retorted that they had, in fact, just completed a review of their staffs on adoption of the Charter, and had found no waste of manpower in the running of services. The only waste—and it was a real one—was in coping with the unnecessary demands of Government departments. "In the course of years," they declared bluntly, "local authorities have been required to sustain a heavy and increasing burden of central administrative control and direction which not only threatens to destroy local interest and initiative, but has also resulted in an uneconomic disturbance of the balanced use of manpower by unduly increasing the number of people employed by the Government and the local authorities on administration instead of on productive work." And they went on to claim that "the principal opportunity of securing economy in the use of manpower lies in the realisation of the need for entrusting local authorities with greater discretion and more ample responsibility in administering the public services for which they are the designated and democratically elected instruments."

They distinguished between two types of controls from which they suffered to-day—those imposed to deal with temporary shortages of material and manpower, and those which were part of the normal supervision by the central Government of local government activities. The first were recognised to be essential in present conditions, and the authorities confined their comment upon them to the submission that they "should not be used for the purpose of exacting, in meticulous detail, particulars of work which the local authorities wish to carry out and which is properly within their discretion."

Forthright Demands

The second type of controls raises the fundamental issue between local and central government. Upon it, the local authority associations summarised their views in five general propositions:

1. The extent to which local authorities are relied upon to discharge their functions properly without departmental control should be substantially increased;
2. Where government grants are involved, limits of expenditure by local authorities, which may have to vary service by service, should be fixed, and, within those limits, departmental control should be dispensed with;
3. The procedure in those cases in which departmental consents remain necessary should be simple and expeditious;
4. Where the approval of a department is required, steps should be taken to render unnecessary the obtaining of such approval more than once, and not (as is sometimes the case at present) at the commencement of a project, during its progress, and at its completion;
5. The practice of government departments to examine in detail technical matters which have already been prepared by technical advisers of local authorities (sometimes in consultation with officers of the department) should materially diminish and, in some cases, cease.

These forthright demands clearly made an impression in Whitehall, and the Ministry of Health circulated them to all the departments concerned, with a memorandum of its own. In this, it admirably summarised the objects of the local authorities. They had urged, the Ministry stated, that:

"It should not be the object of policy to secure a dead level of uniformity in the administration of services, but to allow of and encourage a substantial measure of local initiative and of variation, both to secure progress and to provide for real variations in local conditions throughout the country. . . . Where general guidance had been given by the government department and a pro-

gramme had been submitted by the local authority, and approved by the central department, the subsequent examination of particular proposals involved both delay and a sense of frustration to the local authority and involved a continuous re-examination by the technical officers of the central department of proposals drawn up by competent technical officers of the local authorities with a full knowledge of the objects of government policy."

Most of the government departments to whom this memorandum was sent not unnaturally denied that they exercised excessive control over local authorities; but all expressed readiness to discuss the problem in detail, and a "Working Party" has been set up for the purpose. A joint "steering committee" composed of lay representatives of the associations will direct the discussions and a number of technical committees, composed of officers only, will consider, with the departments concerned, the practical application of the agreed policy to each local authority service.

NALGO May Submit Views

At first sight, this move, welcome as it will be—and not least to those officers who now spend so large a part of their time preparing detailed returns for Government departments or waiting in the ante-rooms of Whitehall for approval of plans they are themselves no less, and probably more, competent to assess than are those whose approval they must seek—promises little more than an easing of the relations between central and local administration. But "Local Government Finance" sees more in it than that. It may well be in the hands of the negotiators, it declares, to achieve "the rehabilitation of local democracy," and to be the means of once more providing for all types of local authority interesting work to do and of restoring to them "that freedom which once was theirs—the mark of independence—the freedom to make mistakes."

Since the major part of the work will, in fact, be performed by officers, NALGO, as such, has not sought to be represented on the Working Party. But it is closely watching the position, and the N.E.C. may later consider whether it is necessary for the Association to submit any views on behalf of its members as a whole.

Before getting down to detail, the members of the Working Party might do worse than study a paper given by JAMES LYTHGOE, city treasurer of Manchester, at a recent conference of the Institute of Public Administration, and re-read the brilliant Reith lectures broadcast by BERTRAND RUSSELL in the early weeks of the year.

Mr. Lythgoe laid it down as a governing principle that "services which require local

administration should be under local authority control unless very strong reasons can be shown why this course is either impracticable or undesirable."

Freedom to Experiment

In support of this principle, Mr. Lythgoe pointed to the need for integration of one service with another (as with housing, which should be closely associated with the provision of schools and health services); the desirability, with many services, of allowing for variation to meet local needs and wishes; and the greater freedom which local administration has to experiment. Much of the progress in public health, for example, has come about through the enterprise of individual local authorities, who have devised new ways of tackling common problems which have, in time, become standard practice—and, obviously, the more authorities there are, the more initiative and experiment there will be. Finally, Mr. Lythgoe stressed the value of the more intimate personal contact with the local inhabitants possible to the small unit, compared with the more impersonal state department or national board. These considerations led him to the conclusion that "... local authorities should have the largest measure of responsibility and autonomy commensurate with securing the minimum requirements laid down by Parliament." Without a reasonable measure of real power and responsibility they would "cease to attract the right type of public representative and become correspondingly less efficient."

Bertrand Russell's Advice

Though his field was a wider one, Bertrand Russell was no less forthright and pertinent to the problems of local government. He deplored the new bureaucracy under which "initiative is hemmed in either by the state or by powerful corporations" with its danger of producing, as in ancient Rome, "a kind of listlessness and fatalism that is disastrous to vigorous life." He warned against government becoming increasingly remote from the governed and tending, even in a democracy, to have an independent life of its own. He drew attention to the "negative psychology, perpetually prone to prohibitions" of a system under which "those who have a nominal initiative are controlled by a civil service which has only a veto and no duty of inauguration," as a result of which "the energetic are reduced to despair; those who might have become energetic in a more hopeful environment tend to be listless and frivolous; and it is not likely that the positive functions of the state will be performed with vigour and competence." To remedy these evils of our modern society, he called, with compelling lucidity, for the restoration of the individual and the locality.

"If life is to be saved from boredom relieved only by disaster," he said, "means must be found of restoring individual initiative, not only in things that are trivial, but in the things that really matter. . . . Organisation should be much more flexible, more relieved by local autonomy, and less oppressive to the human spirit through its impersonal vastness."

Throughout the lectures, he kept returning to this theme, and in the fifth he related it directly to local government.

"The sense of bold adventure, and of capacity to bring about results that are felt to be important, can only be restored if power can be delegated to small groups in which the individual is not overwhelmed by mere numbers. A considerable degree of central control is indispensable. . . . But to the utmost extent there should be devolution of the powers of the state to various kinds of bodies" whose powers "should be sufficiently interesting to cause ener-

getic men to find satisfaction in influencing them. . . . The national government should leave as much as possible to county councils and they in turn to borough and parish councils. A short-run loss of efficiency may be expected in some respects, but if the functions of subordinate bodies are made sufficiently important, able men will find satisfaction in belonging to them."

To most members of NALGO these words will be truisms. But, like many truisms, they represent principles to which too many of us subscribe in theory but ignore in practice. It is to be hoped that the members of the Working Party will not pay them lip-service alone, but will do all in their power to translate them from aspiration into fact. If they do, then they will have gone far beyond their immediate task of releasing a few local government officers for more productive labour; they will have paved the way to a solution of that bigger but no less urgent problem of recasting the structure of local administration on a sounder and more effective basis.

A Daniel Come To Judgment

A COMMENT in "The Councillor," official local government journal of the Conservative and Unionist Party, makes interesting reading for NALGO members. Under the heading "Disappointing Results," it writes:

A considerable need exists to raise the standard of local government employees in lower grades. It is far from encouraging to learn that half almost of 702 council officials who sat for the first-ever promotion examination have failed.

The results, which decide whether general division officers can qualify for higher-paid council posts, showed that out of 786 applicants, 50 officials did not turn up when the time came for them to sit for the examination, 34 withdrew, 360 passed, and 342 failed. Of some of the candidates, the examination board is reported as saying that their papers in English can only be described as "illiterate."

Such figures and results do not prove anything, but they do afford disquieting evidence of the need to keep a close watch on general educational standards. *They show further that local government salary scales must be kept in tune with those in other occupations if the right men are to be attracted to this vital branch of public service.*

The italics are our own. We hope that Conservative members of local authorities and of the national and provincial Whitley councils—and members of other political parties, too—will remember them. They make particularly interesting reading alongside the latest number of the "Ministry of Labour Gazette," which records a rise of five per cent. in the average level of retail prices and of four per cent. in the level of industrial wages in 1948. Since January, 1946—when the Charter was adopted and the present salaries of most local government officers were fixed (although the Charter did not, in fact, come into force until April 1 in that year)—industrial wages have increased by 17 per cent. and the cost of living (on the basis of the Ministry of Labour indices) by 9 per cent.

Fair Play For The Midwife

WERE all Blue Books to be written in the unusual and attractive style of the report of the Working Party on Midwives, published last month, they would be more widely read than they are. Such statements as "implementing at once the Rushcliffe and Guthrie off-duty periods (which are in all conscience not excessive)" are singularly refreshing in an official document.

The report deals with our second silent service—far too silent, many will think—(how rarely does one hear the word "midwives"

when nurses are under discussion!). Indeed, but for their redoubtable champion, Mrs. MITCHELL, general secretary of the Royal College of Midwives, they might have received less than their just due on the various nurses' councils.

Bold Proposals

The Working Party has approached its task with courage and sweeps many old contentions and prejudices out of the way, vigorously and with a hard broom. No longer, for example, is the midwife to be the handmaiden of the doctor (who, it is suggested, by sacrificing a little of his *amour propre*, could do much to raise the status of the profession and give the patient as great a sense of security with the midwife as she has with the doctor). The report emphasises how essential is the happy midwife-doctor relationship in maintaining an efficient and fully staffed midwifery service.

Only those with experience of a unit in which nurses with the S.R.N. & S.C.M. qualification work side by side with those who hold the S.C.M. only will appreciate how revolutionary is the suggestion that future midwives need not necessarily be state registered nurses, and that midwives should be eligible for all posts in hospitals. That will cause some fluttering in the dove-cotes! Nor is it all, for the report goes on to suggest that, to bring midwives back into the mainstream of promotion (from which they are at present excluded), more senior posts should be created, including a separate matron where the maternity unit exceeds 50 beds, even though it be part of a larger hospital. Two matrons in the same grounds—it will take another Working Committee to work that one out!

Recruitment of Older Women

Amongst many other wise suggestions is one recommending the recruitment of women between 30 and 45 into midwifery, and another urging the establishment of real student status for pupil midwives, with responsibility, nevertheless, as members of the ward team—thus coming into line with the recommendation of the Nurses' Working Party. At the same time, the report insists throughout upon separate treatment of nurses and midwives after a certain basic training, and the setting up of schools of midwifery separate from schools of nursing, with which the regional nurse training boards should not be concerned. The lay mind will wonder if in this age of committee upon committee and boards for this and boards for that, some attempt at rationalisation might not have been made—but that would be heresy!

Having no doubt read in the press of policemen having to act as midwives, the Working Party urges that male nurses should receive instruction in obstetrics and witness deliveries (although it is not intended thereby to deceive the patient into thinking that the doctor is present!)

Many people, seeing these noble women trudging through all weathers with their little black bags, sometimes on foot, sometimes on a bicycle, have been inspired with a desire to ease their load. So let us cheer the recommendation that domiciliary midwives should be provided with motor-cars. Those who know the appalling conditions under which some midwives are housed, the drab surroundings and the bits and pieces of furniture, will wish that, after the recommendation that houses should be supplied, the Working Party had added the words: "and tastefully and adequately furnished."

Members who read "L.G.S." primarily for its service conditions reports will be interested

Old Soldiers Never Die—So Why Must We Fade Out at Sixty-Five?

By "CRITIC"

THE Old Testament assessed the normal span of human life at three score years and ten—and our arrangements for retirement and superannuation seem to be inspired by nothing more modern. It is assumed that, by the time he reaches 65, a local government officer is so decrepit as to be of no further use in the profession to which he has devoted his life, but that, if he retires then, he stands a sporting chance of enjoying, or at least receiving, his hard-earned pension for a few years.

Why should a local government officer be regarded as finished at 65? True, the physical faculties cease to develop in early middle age and may begin a gradual decline, with the result that in all occupations in which physical attributes are the chief requisite, men reach the height of achievement early in life. But administration is neither a sporting activity nor does it call for great physical endurance. We like to feel that it may be included among the intellectual occupations. And in intellectual spheres men are certainly not finished at 65; on the contrary, they continue to produce valuable work right up to the onset of senile decay, which is usually a period of quite short duration at the end of life.

(Continued from preceding page)

to know that it needs a Working Party to suggest that midwives should be given compensatory leave for work on Bank Holidays, and that it should be necessary to say: "The midwife must have some time to herself, some off-duty periods, some days (and especially nights) when she is safe from the insistent ring of the telephone." On this point the report goes on to say, with refreshing realism, that: "The general public, as well as those responsible for organising the social services, have got into the habit of thinking of midwives, nurses, and social workers as dedicated people who, by reason of their choice of profession, have given up the right to ordinary life. They put them on a pedestal of selfless devotion, never doubting that this act of homage is all that they demand. But the midwife herself is getting a little tired of her pedestal; indeed, it sometimes feels more like a shelf." It suggests a 40-hour week for student-nurses and pupil-midwives. One day, perhaps, we may read in some other Working Party's report that a departure from the hallowed 48-hour week for all nursing staffs might be attempted.

One of the objects of the investigation was to ascertain the reasons for the shortage of midwives, and to suggest remedies for a grave position. Most of the recommendations, if implemented, should help in providing such remedies. But there will remain those who believe that a more ruthless approach, through salaries and service conditions, without regard to professional and old-fashioned taboos, would provide a quicker and more lasting solution.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in this journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

In the arts and sciences, spheres where men are judged by their individual achievements and not because they are of an age or can be included in a category, there is often no retiring age much short of death itself. And in politics a man is young and promising almost up to the age at which we retire, and only at about that age does he come to be regarded as a responsible statesman. Writers, from Sophocles to Shaw, have shown that great literature can come from men of 90. A man is never too old to be Prime Minister or President—but local government has no use for him at 66.

Qualities the Service Needs

Soundness of judgment, objectivity, consistency, and the perspicacity that comes with long experience, are desirable attributes in administration and tend to develop with age; at least, the Chinese, who have been engaged in administration for several thousand years, have always thought so and have revered age accordingly. Bernard Shaw has gone further and written his longest play of all to demonstrate that, to-day, men die before they have grown adult enough to govern themselves and the society in which they live; that our social problems are unsolved because we are in the hands of statesmen who, mentally, are irresponsible adolescents. He feels that we need to live to be 300 to become wise—and is making steady progress in that direction himself. So why should we, in our service, arbitrarily cut short a man's career at 65, whether his health is good or bad, and however useful he may be? Is it good for local government, or good for the officer?

We know that people are living longer and, what is more important, keeping healthy and active nearly to the end. We know that the proportion of the elderly in our population is increasing and will continue to increase. To-day, in the United Kingdom, there are 5,275,000 men and women over the age of 65—more than one in ten of the total population. Why, then, should we insist that they must all retire and become a social burden on the young? If we are not careful, the country will be overcrowded with ex-L.G.O. rose-growers.

Dreaded Prospect

Of course, if a man, for reasons of health, or simply inclination, wants to retire at 60 or 65, he should be able to do so—and life in local government being what it is to-day, I should be the last to blame anyone for getting out of it as soon as possible, especially if he has been doing a routine job for 40 or more years. But what of the man who does not want to give up altogether?—and many a man dreads the prospect of retirement even more than he cares to admit to himself. Idleness makes no appeal to a healthy man who has been busy for more than half a century, and it is difficult at that age to develop a new and absorbing interest.

It may be said that, by the time he is 65, a man should have accumulated spiritual and intellectual resources enough to occupy his mind in retirement. But we are not all philosophers, and those who have thrown themselves most completely into their profession are often, for that very reason, those who have had least time to accumulate

hobbies and interests for their retirement. Why should we condemn those men, against their will, to a sudden and complete severance from the chosen career that has filled their days? Is it not stupid to assume that a man can do his steady 38 hours a week up to his 65th birthday, but can do nothing but vegetate thereafter?

The Minister of Labour, as we were told in last month's "L.G.S.," has recommended that, in view of the present man-power situation, the services of elderly workers should not unnecessarily be lost to the country. He has pointed out that elderly workers are in a special position in that, whilst they can often continue to give good service in their existing jobs, they do not find it easy to obtain work in a new establishment, and still less on a new type of work.

We are told that the National Executive Council is not going to resist this development, though it will watch it carefully and will attempt to ensure that it does not prejudice the promotion prospects of younger men. But is there really so much danger, now, of restricting younger men's promotion? In the static years before 1939, many could do little but await wearily their chance to step into a retiring man's official shoes, and deferred retirement would have meant deferred promotion, or even unemployment, for others. But, to-day, advertisements by the thousand are enticing the ambitious with prospects of promotion or new fields of endeavour. If a young man is prepared to move around to-day, he is in no danger of having his promotion blocked by the elderly.

Adjustments Necessary

Nevertheless, conditions may alter again in time, and if later retirement is to become common, we shall have to adapt our conditions of service to meet the problems that will arise, and we shall have to think again about them. We are inclined to assume that, other things being equal, length of service brings increase of salary and that increments continue to come with the years. But need that be so after 65? At that age, a man's family responsibilities have normally passed from him; he has frequently completed the purchase of a house, and he may, even in local government, have a little income from savings. He may wish to go on serving, not so much to secure an increasing income as to continue some active contact with his life's occupation. Moreover, he may not be willing, or able, to keep going for a full and strenuous office week; could we not have a system of decreasing hours and declining increments after 65?

It is true, of course, that some posts require the services of an officer for the whole of the office day and every day, but there is much work in which experience counts for more than eight hours' daily logging.

Superannuation schemes, clearly, would need some adjustment, but it should not be beyond the wit of our accountants to devise amended schemes which would give the over-65 a reasonable, but not excessive, return for his continued services. None of us doubts the value of the contribution which the over-65 can make or the need for his services even if, as time goes on, he contributes less to the steady grind of the office routine. He more than makes up for that in the accumulated wisdom of the years.

Terms of Appointment to New Centralised Rating Valuation Service

THROUGH the courtesy of the Board of Inland Revenue, we are able to publish this month an advance summary of the terms on which established posts will be offered to rating valuation officers who wish to transfer to the new centralised valuation service. It is emphasised, however, that this is advance information only; the final document—a copy of which, together with an application form, will be sent to every eligible officer—may show some changes.

Offices—The headquarters of the service will be in London. Regional offices will probably be established in the towns in which there are regional offices of the present valuation service—Newcastle, Leeds, Nottingham, Cambridge, Tunbridge Wells, Reading, Bristol, Cardiff, Birmingham, Manchester, and Preston. In addition, it is expected that there will be some 300 local offices.

Every endeavour will be made to post staff to places of their own choice, but it may not always be possible to meet their wishes, and it must be understood that civil servants are, in general, under a liability to serve anywhere in Great Britain.

Pay and Duties—The grades and probable duties of officers below the rank of superintending valuer will be as follows:

PROFESSIONAL

Senior Rating Valuer (Men, £1,160 × 35—£1,370; women, £1,000 × 30—£1,200)—will assist the superintending valuer with more difficult professional work of the regional office, or will be appointed as valuation officers in the larger local offices; some will be assigned to headquarters.

Rating Valuers Grade I (Men, £900 × 30—£1,050; women, £800 × 30—£900)—will normally be appointed as valuation officers in charge of local offices.

Rating Valuers Grade II (Men, £750 × 25—£900; women, £650 × 25—£800); **Grade III** (Men, £650 × 25—£750; women, £525 × 25—£650); and **Grade IV** (Men, £500 × 20—£650; women, £400 × 15—£525)—will normally assist the valuation officer with the professional work of the local offices; some (Grade II) may be appointed valuation officers in charge of the smaller local offices.

Valuation Assistants (Men, £250 × 15—£500; women, £235 × 10—£400, with efficiency bars at £400 and £330 respectively)—will normally assist the rating valuers with the professional work of the local offices.

NON-PROFESSIONAL

Staff Officers (Men, £675 × 25—£800; women, £550 × 25—£675) and **Valuation Clerks (Higher Grade)** (Men, £525 × 20—£650; women, £420 × 15—£525)—will be responsible under the superintending valuer or valuation officer for the control of the clerical work of the regional offices or the larger local offices; some will be assigned to headquarters.

Valuation Clerks (Men, £150—£450; women, £150—£360, with efficiency bars at £360 and £300 respectively)—will carry out general clerical work of the offices and may (with an additional pensionable allowance of £50 p.a.) be called upon to supervise the clerical work of some smaller offices.

Shorthand Typists (60s.—116s. p.w.), **Typists** (55s.—102s.), and

Clerical Assistants (50s.—102s.)—routine clerical work.

All the above rates are for people in the London postal area. Outside this area salaries will be subject to the following deductions for the intermediate area (outside London postal area but within 12 miles of Charing Cross and in Bristol, Birmingham, Cardiff, Leeds, Liverpool—including Birkenhead and Bootle

Annual Conference Time Table

NALGO's Annual Conference this year is to be held at Aberdeen from June 12 to 17. The Conference itself will sit in the Music Hall on Tuesday, Wednesday, and Thursday, June 14-16 from 9.30 a.m. to 12.30 p.m. and from 2.30 to 5.0 p.m. Here is the provisional timetable for other meetings:

Sunday, June 12
8.0 p.m.: Branch magazine editors.

Monday, June 13
9.30 a.m. District P.R.O.s.

Health staffs.
Transport staffs.
11.0 a.m. Gas staffs.
Branch education secretaries.
2.30 p.m. Electricity staffs.
Branch P.R.O.s.
7.30 p.m. Reception.

Thursday, June 16
8.0 p.m. Conference dance.

Friday, June 17
9.30 a.m. Provident Society A.G.M.
11.0 a.m. Building Society A.G.M.
2.30 p.m. LOGOMIA A.G.M.

In addition, a full programme of tours, theatre shows, and tennis, bowls, and golf tournaments is being arranged.

Notices of motion for the Conference agenda should have reached Headquarters on March 1, and will be published in next month's "L.G.S." on April 1. The Annual Report will be sent to branches by March 31. Amendments to notices of motion must reach Headquarters by (and if possible before) April 15 (Good Friday) and will be published in the May "L.G.S."

—Manchester—including Salford—Newcastle—including Gateshead—and Sheffield) and for the provincial area (all other offices):

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£451-750	£15	£30
£751-1,000	£20	£40
£1,001-1,200	£30	£60
£1,201-1,500	£40	£80
£1,501 upwards	£50	£100

There are escalator arrangements to ease the transition from one salary band to the next.

The number of posts available in each class and grade cannot yet be stated.

Eligibility—Applicants for permanent posts must:

(i) have been employed by a local authority or assessment committee in England and Wales in a permanent full-time capacity wholly or mainly on the professional or clerical work of rating valuation on

March 24, 1948, and have been so employed continuously since that date; or

(ii) be established civil servants who were in the employment of the Railway Assessment Authority on March 31, 1948; and

(iii) must not have attained their 60th birthday on the appointed day.

Employees of local authorities or assessment committees who are still on war service or on service with the Forces are eligible to apply, if, immediately before such service, or on March 24, 1948, whichever is earlier, they were full-time permanent employees of the local authority or assessment committee wholly or mainly engaged on the professional or clerical work of rating valuation.

Candidates must be British subjects.

Procedure for application—Each candidate must complete an application form stating for which grade or grades he wishes to be considered; the Civil Service Commission will not consider him for any other grades.

The Board of Inland Revenue will ask local authorities and assessment committees to complete a confidential report on each applicant.

Candidates who appear to be suitably qualified will be required to attend in London or in provincial centres before a selection board which will recommend candidates for appointment. Where travelling is necessary, expenses will be paid (third class rail fares plus subsistence allowances of £1 a night where an overnight stay is necessary). Canvassing will disqualify.

Starting Pay—Shorthand typists, clerical assistants, and valuation clerks will receive as starting pay either the appropriate pay for age (subject to a maximum of the pay appropriate to age 25), or their existing net pay (exclusive of overtime and superannuation contribution), whichever is more favourable. Officers appointed to other grades will enter either at their existing net pay or at the minimum of the civil service scale for the grade, whichever is more favourable. In no case, however, may an officer start at a figure above the maximum of the grade.

Probation—All candidates must serve a period of probation—ranging between one and two years—before their appointments are confirmed.

Superannuation—The superannuation rights of local government officers transferring to the permanent civil service will be safeguarded by the provisions of the Superannuation (Miscellaneous Provisions) Act, 1948.

Hours and Leave—The normal weekly hours will be 42 in the London postal area and 44 outside this area. During the present manpower shortage, however, a standard working week of 45½ hours is in operation. These working periods are inclusive of a lunch interval of 45 minutes a day. The whole of an officer's time must be regarded as at the disposal of the department should circumstances require duty beyond the normal hours, but in the case of grades eligible for overtime or extra duty pay under civil service conditions, payment will be made for authorised overtime. Overtime and extra duty allowances are non-pensionable.

Annual leave, which is always subject to the requirements of public business, varies with grading and length of service. A valuation clerk is normally entitled to 24 days a year, exclusive of public holidays,

and in most of the professional and supervisory grades the allowance is 36 days.

Sick leave will be granted on the conditions applicable to established civil servants generally.

Expenses on Appointment—Should a change of residence be necessary on taking up appointment, travelling and removal expenses will be allowed on the scale and conditions applicable to existing permanent civil servants, and lodging allowances may be granted to married officers or single officers with equivalent responsibilities who were householders at time of transfer and cannot obtain a new home.

Staff's Suggestions

While these terms were being prepared, the negotiating committee of local government rating valuation staffs made a number of suggestions upon them to the Board of Inland Revenue. The suggestions (in italics) with the answers given by the Board (in roman type) are set out below:

1. *The appointments should be thrown open to whole-time temporary officers as well as to permanent officers.* The Valuation Office has a lot of temporaries who have served for many years, but to whom the Board has been unable to offer established posts. It would be open to criticism if it offered established posts to temporary local government officers.

2. *An officer should be eligible for appointment to a grade other than that for which he applies, otherwise the only safe course is for him to apply for all grades.* It might be embarrassing both to the Civil Service Commission and to the officer were he to be offered a post in a grade for which he had not applied, and the paragraph is designed to avoid this. It is expected that many applicants will elect for more than one grade, and an officer who, as a matter of caution, applies for a grade below that for which he is *prima facie* qualified will not be prejudiced.

3. (a) *Payment of railway fares should not be restricted to cases where the amount exceeds 5s. (as was intended when the terms were originally drafted), and (b) Day allowances should be paid.* (a) Agreed; (b) The Board cannot pay day subsistence.

4. *If an officer is transferred to London from an area in which London weighting does not apply, his "net pay" should be calculated as though London weighting was paid in his local government employment.* In such a case the civil service weighting for London will be added to his starting pay.

Answers given by the Board on other points raised during discussions on general terms and conditions of employment were:

The medical examination will normally be waived.

Professional qualifications will not enter into rules governing eligibility.

No written examination will be required.

There will be a valuation assistant grade to which it is expected that officers who are receiving training in the professional work of valuation will normally be recruited, the proposed London scale being £250 to £500; and

Probationary service is required of all entrants to the civil service, however exalted.

The committee has urged that the selection boards should include men experienced in rating valuation, either as officers or as members of local authorities, and that, in the first instance, they should be men not eligible for recruitment.

GAS SERVICE NOTES

The B.G.S.A. Will Not Poach NALGO Members With This Sort of Chaff!

NALGO members in municipal gas undertakings are scarcely likely to be gulled by the latest circular of the British Gas Staffs Association—the most blatant example of poaching that has come our way for a long time.

The simplest way to expose its claims is to publish it paragraph by paragraph—with the facts:

"There is little doubt that the nationalisation of the gas industry is a revolutionary step involving vast changes. Consequently, if organisation and representation are to be taken seriously by gas staffs, 'nationalisation' affecting their trade union membership must take place, if trade unionism is to keep in step with nationalised industry."

Experience in the electricity industry does not bear this out. There, four separate trade unions have kept in perfect step with the nationalised industry—and they have secured, through the clerical and administrative N.J.C., a general clerical scale, giving automatic progression to £385 (£415 in London) at 32. All the gas N.J.C. has done is to recommend a general division maximum of £290 at 25.

"It seems that the policy of other trade unions is to retain their out-moded forms at all costs, although insisting that vast changes should take place in our industrial system. At the moment, about ten unions cater for gas staffs. This state of affairs creates disorganisation and disunity, so that the B.G.S.A. now suggests that the loyalties of the gas staffs should be directed to themselves and to the principle of trade unionism, rather than to those trade unions which have served and suited them in the past."

Which unions have retained their "out-moded forms"? NALGO has adapted its structure to give the essential measure of self government to all its members whilst preserving their unity and therefore strength.

Which organisation is likely to "serve and suit" gas officers best?

NALGO, with 40 years' experience in negotiating for black-coated workers—or the B.G.S.A., born in 1944?

NALGO, with 175,000 members—or the B.G.S.A., claiming 14,000—a figure that includes a substantial number of manual workers?

NALGO, with a legal staff of four full-time solicitors—or the B.G.S.A. with no legal staff?

NALGO, with 27 district officers in 12 district offices throughout the country—or the B.G.S.A. with two area officers?

NALGO, with a strong headquarters organising team, public relations, education, insurance, and holiday facilities—or the B.G.S.A. with one organising secretary and an insurance agency?

Nine thousand gas officers have found unity within NALGO's ranks. They are wisely profiting from the experience, resources, and precedents of colleagues in other sections of the public service.

"Being concerned solely with the gas industry, the Association is

about to reform its regional councils based on the new areas of the area boards, as defined in the Gas Act. This is the occasion to approach all municipal gas staffs with a view to taking up membership of the B.G.S.A."

It is interesting to learn that the B.G.S.A. has at last awakened to the need for adapting its structure to the gas areas. NALGO has already done that, establishing representative committees in each area, and is ready to nominate staff side members to the regional joint councils and to open negotiations.

There is no occasion, now or in the future, for the B.G.S.A. to attempt to enrol municipal gas staffs; that is "poaching," which all reputable trade unions, including NALGO—but not, apparently, the B.G.S.A.—have pledged themselves to avoid.

"Will you and the other members of your department now give serious consideration to the formation of a branch of the B.G.S.A.? In this way you will become eligible for official positions on our new area councils, for places on the staff side of the negotiating machinery, and on the national council of the Association. This urgent appeal is addressed to all municipal gas staffs, and if there is sufficient response, the B.G.S.A.

will defer reconstituting its councils, etc., so as to give an equal chance to all gas staffs."

NALGO gives "municipal" and "company" gas members equal representation. Four of its seats on the N.J.C. are divided equally between company and municipal officers—the remaining three are filled by staff—whereas the B.G.S.A., though claiming municipal members, permits none of them to fill its seats on the N.J.C.

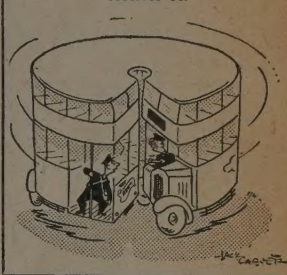
"We are only concerned that the best and ablest among us should represent gas staffs, so that if you act now, your previous membership of another trade union will in no way debar you from immediate office in the B.G.S.A. We are quite ready to discuss ways and means to ensure adequate representation for municipal staffs in one industrial union."

We note with interest—and do not in the least doubt—that were the B.G.S.A. able to poach NALGO members they would be its "best and ablest."

"Meetings for the staffs of municipal gas undertakings will be called shortly in regions throughout Great Britain. Will you and the staff of your undertaking participate by sending a representative or representatives to a central meeting on a Saturday afternoon? The Associa-

This Local Government!

"... that consideration be given to running circular buses."—extract from minutes, submitted by Miss Margaret Bird, Lancaster, who receives 5s.



tion is willing to meet the fares of such representatives."

We doubt whether NALGO members will be suborned by a third-class rail ticket.

"Gas staffs united in one industrial organisation with separate negotiating machinery will have such strength and voice in a nationalised industry as to ensure that their conditions are maintained and improved."

Agreed—and the first step to better conditions is to reaffirm faith in the organisation that has negotiated the highest scales and best conditions in the gas field to-day—NALGO!

New Composite Gas N.J.C. Will Discuss Staff Claims Before Vesting Day

THE executive committee of the National Joint Council for gas staffs, meeting on January 20, discussed the future of the Council after nationalisation on May 1 in relation to matters on which it had yet to reach a decision. These included:

The staff side claim for a £40 bonus in London;

The formulation of a scheme or schemes for holidays, sickness, and general conditions of service; and

The contention that foremen of all grades, meter readers, and prepayment collectors should come within the Council's jurisdiction rather than within that of the Joint Industrial Council.

The staff side pressed for an immediate decision on the long-outstanding London bonus claim. Failing that, it urged at least a token award in view of the sharp feeling in the London region on the question. The employer's side, however, refused to commit itself to any change involving a major principle or to enter upon any negotiation with the staff side which, it felt, might compromise initial negotiations between the present National Joint Council and the Gas Council (which is not represented on the N.J.C.) for the establishment of a new national joint council to cater for both "municipal" and "company" gas staffs after vesting day.

The executive, therefore, recommended the Council that, in view of the imminence of vesting day, it was desirable that:

Machinery for the settlement by negotiation of conditions of service of administrative, professional,

technical, and clerical staffs under Section 57 of the Gas Act, 1948, should be established at the earliest possible date;

Pending the establishment of such machinery, an *ad hoc* committee consisting of representatives of the Gas Council and the trade unions represented on the National Joint Council for gas staffs should be set up at once;

National questions of principle, such as conditions of service, holidays, and the like, including the outstanding application of the staff side for a London bonus of £40, and the question of marginal grades, should be referred to the *ad hoc* committee as matters of urgency;

Until vesting day, any decisions reached by the *ad hoc* committee shall be implemented immediately by the National Joint Council.

This was unanimously adopted by the National Joint Council on the following day, and the employer's side gave an unqualified assurance that it would immediately ratify and implement the committee's recommendations.

Further, it is understood that the Gas Council was prepared to accept these recommendations and was willing for the committee to meet on February 23—after "L.G.S." had gone to press—to hear the staff side case on claims outstanding.

It now seems likely that there will be at least preliminary discussions on the structure and work of the new Whitley machine and, perhaps, a settlement of outstanding claims before the industry passes into public ownership.

Representation of Managers

PROVISIONAL agreement on representation on the future national

joint council for officers of managerial status was reached at recent discussions between representatives of the Gas Engineers' National Guild and the staff side of the present National Joint Council. The agreement had to be provisional since the classes of officers regarded as having managerial status have not yet been defined nor has the Gas Council considered the matter.

Pending this definition, however, it was agreed that all organisations with managerial grades in membership should be represented on the new council for such staffs provided that:

1. The officers whose membership was claimed by an organisation expressly desired to be represented by it on the council, and
2. Such members numbered more than one tenth or thereabouts—the exact proportion is to be determined later—of the total staffs covered by the council.

Members Flock to Meetings

V. J. LUCK, NALGO's organising officer for gas staffs, addressed enthusiastic meetings of gas staffs at Pontypool and Port Talbot on January 17 and 18 respectively. Abercarn, Aberlillery, Barry, Pontypool, Pontypridd, Neath, and Port Talbot were all represented at one or the other of the meetings. Mr. Luck specially praised the Pontypridd members who, to attend, had to make a roundabout journey involving three or four hours' travelling. Such enthusiasm will undoubtedly reflect in increased membership. Maybe we shall see NALGO the accepted union for all gas staffs in South Wales before long.

ELECTRICITY SERVICE NOTES

New Electricity Council Will Seek Staff Views on Health, Welfare, and Efficiency

THE inaugural meeting of the National Joint Advisory Council for the electricity supply industry was held on Thursday, January 27. Set up under the provisions of Section 53 of the Electricity Act 1947, its purposes are to promote and encourage measures affecting the safety, health, and welfare of persons employed by electricity boards, and to discuss other matters of mutual interest to the boards and employees, including efficiency in the operation of the services.

The importance placed upon this machinery is denoted by the personnel appointed by the electricity boards. The British Electricity Authority is represented by its chairman, Lord CITRINE, its two deputy chairmen, Sir HENRY SELF and Sir JOHN HACKING, its labour relations member, Mr. E. W. BUSSEY, and three part-time members, Dame CAROLINE HASLETT, Alderman Sir WILLIAM WALKER and Lt.-Col. WOODWARD. Each area board is represented by its chairman or deputy chairman, and each generation division by the divisional controller. Whilst, therefore, the council has no executive powers and can merely make recommendations on matters within its sphere, there can be little fear that its recommendations will be ignored.

Covers All Grades

Unlike the conciliation machinery, which is broken up into a series of negotiating bodies each dealing with the service conditions of a separate section of the service, the advisory council covers all grades, managerial, administrative, technical, clerical, and manual. Its staff side is the Electricity Supply Industry Employees' National Committee, on which is represented each of the nine trade unions concerned with the negotiating bodies, NALGO's representatives being the chief organisation officer and the organising officer for electricity staffs.

So diverse are the matters with which the council will deal that six separate committees have been formed. Each will have power to co-opt persons with specialised knowledge of its particular subject, including representatives of the Ministries of Fuel and Power, Education, Health, and Labour. The staff side of each of the national negotiating bodies will be represented on every committee—but not each union, since that would make the committees unreasonably big. The staff side of the Administrative and Clerical Grades Council is represented as follows:

General Purposes Committee—NALGO (J. E. N. DAVIS); **Welfare Committee**—NALGO (L. G. MOSER) and T. & G.W.U.; **Health**—NALGO (L. G. MOSER) and N.U.G.M.W.; **Safety**—N.U.G.M.W.; **Efficiency**—NALGO (L. G. MOSER) and C.A.W.U.; **Education and Training**—NALGO (L. G. MOSER), C.A.W.U. and T. & G.W.U.

The inaugural meeting was preceded by a luncheon attended by

three members of the Government, each of whom stressed the importance of the council's work and pledged the full support of his particular Ministry in helping to fulfil its task. Mr. GAITSKELL, Minister of Fuel and Power, said that the council was an expression of an important new function of trade unions—that of helping to make industry a success. While it was not its function, as an advisory body, to attempt to "manage" the industry, it was necessary that the fullest expression be given to the views of the staff. He thought the biggest difficulties would be encountered in the district and local committees, and it was the respon-

sibility of the National body to ensure that 100 per cent. success was achieved.

Mr. GEORGE TOMLINSON, Minister of Education, suggested that, besides helping to provide the way for a man "from the bottom to go to the top," education could help to promote the right "state of mind" in which to approach problems of health and welfare. He hoped that the council's work would result in a happy, healthy, and qualified staff imbued with an enthusiasm for the success of their industry.

Mr. GEORGE ISAACS, Minister of Labour, referred to the good work done by joint committees in pro-

ducing the means of victory during the war, and said that their peacetime functions were equally important to the community.

The chairman, Lord CITRINE, welcoming the statutory obligation to consult with representatives of the staff, stressed that on the advisory bodies all suggestion of two sides should disappear, and promised that the boards would use their endeavours to promote efficiency and good will.

A special sub-committee will now proceed to establish the district joint advisory councils and to discuss the constitution of local joint committees. The staff sides of the former will consist of one representative of each of the nine trade unions concerned, and NALGO's district electricity consultative committees have already been asked to submit nominations to the National Executive Council.

Mixed Reception For Boards' Grading Proposals Under Interim Scheme

ELECTRICITY boards are now notifying their staffs of the gradings proposed for them within the interim scheme of salaries and conditions of service laid down by the electricity National Joint Council last year. Members who have not yet been informed of their grading may expect to hear very soon.

The boards' proposals are having a mixed reception. One branch suggests that the gradings proposed could have been designed only to ensure their wholesale rejection, but others report that membership has increased as a result of benefits which have accrued to the staff. Members are, however, seeking information and advice about the application of the scheme.

So many months have elapsed since the scheme was agreed (perhaps the N.J.C. did underestimate the immensity of the task) that it might be well to recall why it was introduced and what was its main purpose.

It was not to give everyone an increase in salary, in disregard of the Government's "White Paper on Personal Incomes, Costs, and Prices," but to make provision for those who, on April 1 last, were transferred to an electricity board, with no recognised scales and very often with much lower salaries than those paid by the municipal undertakings. Without an interim scheme, such officers would have remained at their low salaries until the introduction of permanent scales—for which we must wait a few months more yet if the job of preparing them is to be well done.

No Increments—Yet

It must be clearly understood that the interim scheme provides no increments and that there is no expectation, implied or otherwise, of eventual progress to the maximum of the grade to which anyone is allocated. All that it does is to establish a salary which, if grading is accepted, is payable from April 1 last, further progress depending upon the terms of the final agreement. No indication can be given of the date from which the final scheme is likely to operate. Certainly there is no suggestion that it will be retrospective to April last, since the present scheme is designed

to cover the "interim" period between vesting day and the date from which the final scales come into force.

The fact that neither the date of operation nor the pattern of the permanent agreement is known does, however, present a difficult problem to many who are at present on an incremental scale. Should they chose to remain on that scale and await adoption of the permanent scheme or accept the board's grading?

Their problem is sometimes made more difficult by their having received a scale increment since April last, but they should remember that acceptance or rejection of interim grading will in no way prejudice their rights under the permanent scheme when it is negotiated. All will then have the opportunity of having their future positions reconsidered as from whatever date is agreed for the final scales.

Drafted on General Lines

Since the administrative structure of the electricity boards is still being built up and each board's organisation may vary in detail from that of the next according to its own particular requirements, the interim scheme was drafted on general lines with provision for only a few grades and with broad definitions of duties based on general practice for administrative and clerical staffs. Thus, grades A and B apply to staff whose duties and responsibilities, although not of a supervisory nature, put them beyond the general scale. Grades C, D and E apply to those with administrative responsibilities or duties including the supervision or control of sections or departments. The separate grades are provided merely to give some indication of the intentions of the National Council, and the range of each grade is wide enough to permit all to be assigned to suitable points within them according to duties and responsibilities. Only in the areas themselves can such duties and responsibilities be precisely known. For that reason, provision has been made for any differences arising from a board's gradings to be discussed in the first place between its representatives and those of the trade union concerned, and, if necessary, for appeals to be heard

by the district joint councils. Appeals may, of course, be made both against the grade allotted and the point within the grade to which the officer is assigned.

Most district joint councils are already discussing their appeals machinery, and the following procedure for appeals has been adopted by the National Council:—

"1. The employee concerned should communicate in writing with the appropriate officer, indicating his dissatisfaction with the grading, and specifying the grade and salary for which he is appealing.

"2. The claim should be considered by the appropriate officer in consultation with the employee and/or his union representative, and the employee notified in writing of the decision.

"3. If the employee desires to have the claim submitted to the district joint council, he should, within three months of the notification under clause 2, advise the staff secretary of the district joint council."

Similarly, the Association's district officers and branches are devising domestic procedure for NALGO members to ensure that their appeals are correctly prepared and, where supported, effectively submitted.

Implication of Acceptance

It must be remembered that acceptance of grading implies acceptance of the interim conditions of service issued by the British Electricity Authority. These should be made known to the staff by the board, and they will, of course, be gradually replaced by the permanent conditions, such as the sick pay scheme agreed in January. These conditions do not, however, include superannuation, rights in respect of which are entirely unaffected by the interim scheme.

It would be strange indeed were everyone satisfied with his grading, and differences must be expected to arise. With good will and reasonable approach, these can be settled through the recognised machinery and both sides have a responsibility—and a splendid opportunity—to prove that in the nationalised electricity industry such good will does exist and that the boards and organised staff are both ready to try to understand each others' points of view.

HEALTH SERVICE NOTES

NEW SCALES FOR HOSPITAL SECRETARIES

More Opportunities for Disabled | Reappointed May Keep Old Grades | Still Seeking Jobs for Redundant

IMPROVED scales for secretaries of hospital management committees and Scottish boards of management, offered by the management and providing for increases of up to £170 a year, have been accepted by the staff side of the health administrative, and clerical functional council as an interim measure.

The staff side's acceptance is on the understanding that it may "seek re-examination of the question in the not too distant future in the light of experience."

The new scales will apply also to secretaries of single mental hospitals and other institutions under a separate hospital management committee who were previously on a lower scale than other secretaries. But they will not apply to secretaries to boards of governors of teaching hospitals, for whom new scales are being negotiated, nor to assistant secretaries in charge of hospitals, finance and supplies officers, or other administrative or clerical officers for whom conditions will be considered shortly.

The scales, which replace those laid down by the Minister of Health last year (and published in the September "L.G.S.") will take effect from January 1 last. They are based on an amended points system:

Points	Scale
0-10	£640 × £25—£890
11-20	£790 × £30—£1030
21-30	£940 × £30—£1180
31-40	£1060 × £35—£1340
41-50	£1180 × £35—£1460
51-60	£1300 × £50—£1600
Over 60	£1400 × £50—£1700

The points system is now:

For each separate hospital with less than 30 beds— $\frac{1}{2}$ point.

For each separate hospital with 30 or more beds—1 point, to a maximum of 20;

For each 100 cots (or part of 100 exceeding 50) in a maternity unit—1 point;

For each 100 beds (or part of 100 exceeding 50) in institutions for the chronic sick, convalescent homes, tuberculosis sanatoria, isolation hospitals (including smallpox), mental hospitals and mental deficiency institutions—2 points; and

For each 100 beds (or part of 100 exceeding 50) in other hospitals (general, maternity, and special)—3 points.

The council may award extra points where a management committee group includes clinics not being part of the hospital in-patient accommodation.

In applying the scales to Scotland, the above points system must be used, but where an officer would find it more advantageous to retain his present salary based on the Scottish scales and the Scottish pointing system he may do so.

Concession to Disabled

AN important concession to disabled persons seeking appointments in the health service is announced in a recent circular from the Ministry of Health. The circular provides that, in future, the medical certificate furnished by the doctor examining a candidate for appointment should state only whether the candidate "is

free from any physical defect or disease which now impairs his capacity satisfactorily to undertake the duties of the post for which he is a candidate." It need not, as in the past, express an opinion whether the candidate is likely to be able to give continuous effective service.

The Ministry agreed to the change when it was pointed out that the former wording of the certificate was likely to discourage the employment of disabled persons in the health service and, in particular, was likely to prevent an ex-tuberculosis patient from being employed in a sanatorium—a most suitable place for him to be employed.

It will affect all coming within the scope of the National Health Service superannuation scheme, whatever their grade. Candidates whose duties will be wholly or mainly administrative, professional, or clerical should be examined before appointment. Others (who do not enter the superannuation scheme until after two years' service) need not be examined until just before the end of the two years, provided the hospital management committee or board of governors agrees. This, however, is subject to the arrangement which should be in force in every hospital that staff who are or may be in contact with infection while working in the wards should be regularly examined.

The Ministry has asked regional hospital boards to make the passing of a medical examination in the form now approved a condition of all new appointments to their headquarters staff. Staff already appointed need not be examined.

Pay of Transferred Officers

ANOTHER Ministry circular announces a concession of value to all transferred officers performing duties not entitling them to so high a grading as before transfer. Such officers have been given the option of accepting the salaries and conditions of the health service or, if they preferred, of retaining their former salaries and conditions. Hitherto, however, an officer who decided to retain his former salary and conditions had to accept health service conditions and scales when promoted or appointed to another hospital (as laid down in para. 11, H.M.C. (48)2, and para. 6, Chapter IV, B.G. (48)5, and H.M.C. (48)28).

The effect of this condition was that, while a local government grade VII officer transferred to a grade IV post in the health service would continue to receive the grade VII salary, were he to transfer to another hospital he would be paid only the salary attached to the post, even though it was below grade VII.

Now, the Ministry states: "... The title to retain former, more favourable, conditions of service need not be restricted to first appointments: an officer who has exercised his option... on his first appointment with the national health service, may continue to enjoy his former conditions of service if he subsequently moves to another post which carries a salary scale below that which he enjoyed before July 5."

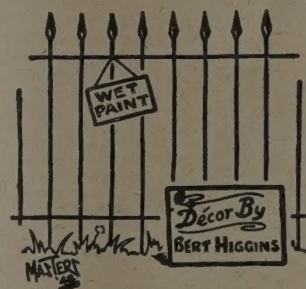
The concession is not confined to officers "promoted" in the service of the hospital authority to which they were transferred; it applies

equally to an officer appointed to a post under another hospital authority.

To prevent abuse of the concession, the Ministry stipulates that it will not be granted to an officer who, once transferred to the health service, accepts a lower-graded job. Such an officer will forfeit the right to retain pre-transfer conditions.

The Ministry further states that there may be cases in which a transferred officer seconded back to his previous employing authority is found to be redundant before he is allocated to any post within the national health service. If he obtains employment with another hospital authority, the post to which he is appointed should, for the purposes of para. 11, H.M.C. (48)2 and para. 6 of Chapter IV, B.G. (48)5 be regarded as the one to which he was transferred.

The option to retain former conditions of service applies to a transferred officer whose former salary scale was more favourable than the



new scale, even though his salary immediately before the date of transfer was less than what he would receive under the new scale.

The Ministry also points out that the salaries and conditions laid down in H.M.C. (48)2 and B.G. (48)5 (reported in the September "L.G.S."), are intended to be applied to the entire administrative and clerical staff employed by a hospital authority in all hospitals within its group, excluding only those who choose to retain the salaries and conditions of service they had before July 5. Where administrative and clerical posts in the group have not yet been so graded, this should be done without delay and existing staff given the option of transferring to the appropriate scale. An officer whose salary is above the minimum of the new scale will be able to enter it at a point corresponding to his salary at the date of transfer.

The new scales should be applied, from July 5 last, to officers who change to them except those who took up duty after that date, or whose regrading involved promotion to a more responsible post. The scales should be applied to officers in these two classes from the date of taking up duty or promotion.

Members who are in difficulty with their grading are advised to report the position at once to their branch secretaries, for transmission to the district officer.

Pledge to Redundant

SOME transferred health officers who have been declared redundant have received notices terminat-

ing their employment. This was done to give them an opportunity of seeking other employment. Nevertheless, the Ministry of Health has assured the functional council for health administrative and clerical staffs that efforts will be continued to provide suitable employment with hospital authorities or with local authorities for as many as possible of the officers affected.

At a meeting of the functional council on February 1, the staff side, while acknowledging its appreciation of the Ministry's action, expressed concern at the number of officers who had not been found permanent posts. It will continue to press for everything possible to be done for those affected.

Nurses' Pay Review

THE functional council for nurses and midwives is to review the salaries of trained nurses, including public health nurses, midwives, assistant nurses, and nursery nurses. Negotiations between the two sides of the council have begun, but it will be some time before results can be announced. Although it will not be possible to reach a settlement on all grades at the same time, any changes in salary scales will operate from a common agreed date.

Students' Allowances

THE nurses' functional council has also made the following changes in the remuneration of certain student nurses with effect from September 1 last:

1. The ex-service male student nurse or student mental nurse whose training was interrupted by war service may now opt to continue at his present rate of pay or accept the appropriate student nurse's training allowance and (where eligible) dependants' allowances. Though he may decide to do the latter, he may nevertheless count war service for increments on the staff nurses' scale after qualification. This will not, however, apply in future to student nurses called up after September 30, 1947. They will receive the new training allowances, but may not count war service for increments.

2. The intensive course student nurse should receive the enrolled assistant nurse's scales of pay with credit for all nursing service including such service in the Forces other than the first two years.

3. The student nurse transferred to a hospital from an affiliated or associated training school should receive the same training allowance as other student nurses at the hospital at the same stage of training.

New Senior Grade

THE headquarters offices of some regional hospital boards have found that they need an additional class of senior administrative officer on a scale higher than grade VIII of the administrative, professional and technical division. The Ministry of Health has agreed that such officers may be appointed at a salary of £800 × £25—£900 if the board is satisfied that they are needed. The conditions of service are those set out in R.H.B. (47)7 as amended.

On I.H.A. Committee

W. PITT STEELE, N.E.C., and J. E. N. DAVIS, N.A.L.G.O.'s chief organisation officer, have been appointed to fill seats on the education committee of the Institute of Hospital Administrators. The redistribution of seats became necessary on the inauguration of the national health service.

READERS' FORUM

"Rise in Living Costs has Cut Charter Pay Standards by 16%"

CONFERENCE has twice decided that the Charter must be a minimum. But do we fully appreciate how the rise in the cost of living since the Charter came into effect on April 1, 1946, has reduced the value of our salaries to a level far below what our representatives thought they were getting when they agreed to the Charter scales?

The rise in the cost of living since April 1, 1946, can be calculated by combining the Treasury index of consumer goods and services with the Ministry of Labour's interim cost-of-living index which began only in June, 1947. The former shows that, between 1946 and 1947, the level of prices rose from 157 to 168 (1938=100) i.e. by 7 per cent. The latter shows that between June, 1947, and December, 1948, the cost of living rose by 9 per cent. If it be assumed that the price level in April, 1946, was the same as the average for the year, and that the price level in June, 1947, was equal to the average for that year, combination of these two indices gives a figure of 16 per cent, as the increase in the cost of living between April, 1946, and December, 1948. This may well be an understatement of the actual rise since, for example, clothing—the price of which has gone up by 15 per cent. since June, 1947—probably figures to a greater extent in the budgets of NALGO members than it does in the Ministry of Labour index.

In effect, therefore, we have all, since the Charter was adopted, suffered a salary cut. Because the cut has been gradual and spread over nearly three years; it is not so obvious as if it had been made at one blow. But it is, nevertheless, severe, as the following examples show. The first column indicates the actual salary on April 1, 1946, the second shows its real value in December, 1948, in terms of purchasing power in April, 1946, and the third shows the effect of the cut.

	Salary Value "Cut"		
G.D. Man age 20	£200	£171	£29
" " " 30	£360	£308	£52
A.P.T. II (min.)	£420	£360	£60
A.P.T. VIII (max.)	£760	£652	£108

Surely we should now press strongly for the Charter to be implemented in spirit as well as in letter, and for our salaries to be made worth what we understood we were getting when it came into effect. In the arbitration proceedings on the bonus last year, the employers accepted the staff side's contention that the cost of living had increased by 60-65 per cent. since 1938. Now it is up by 83 per cent. The cost of living is, therefore, a sound argument on which to base our claim.

The N.E.C., in rejecting the proposal that it should engage in a publicity campaign for more pay, said that it would "consider other ways of giving effect to the desire of Conference for a further general improvement of salary standards." That statement presupposes that our salary standards are remaining static. This is erroneous. Our salary standards have got steadily worse since the Charter because of the rising cost of living. The issue before us to-day, therefore, is not whether we are to endeavour to improve our salary standards, but

whether we are going to resist further decline and regain the large amount of ground we have lost. Only when we have done that will it be possible to talk about "improving" salary standards. The N.E.C. should awaken to the bitter reality that our standards are deteriorating and formulate immediately demands for increased salaries to combat the decline.

D. P. VEALL.

155, Hay Green Lane,
Bournville.

Why Not Publicity?

It is deplorable that a majority of the N.E.C. has followed the lines of the public relations memorandum summarised in the February

This month, again, more than half the letters received have been crowded out. Letters for the April journal must reach the Editor, 1, York Gate, Regent's Park, London, N.W.1, by March 14. They should be written or typed (double space) on one side of the paper only and must be accompanied by the name and address of the writer. The Editor reserves the right to condense letters.

"L.G.S." and rejected publicity for the grievances of the rank and file of NALGO. One cannot oppose a publicity committee objecting to the use of publicity if the reasons given are convincing. But, in fact, the case made consists of assumptions which have no basis in truth.

"The press, and the public, are not interested in the grievances, as such, of local government officers," says the report. Yet no one knows better than the N.E.C. and its public relations committee that the activities of local authorities were not news until public relations by NALGO, and latterly by local authorities, made them so.

"Jealousy, criticism, and opposition will be our lot," the report continues. Do our leaders aim, then, to keep any successful wage claim a secret? And will there not be less criticism by the public if the way is prepared by sensible publicity?

But the assumption calling for most criticism is that strikes must be the only form of "dramatic or unusual action." This is simply not true. In my own branch, a vociferous special meeting, publicly advertised and preceded by a press statement to the effect that local government officers were likely to transfer to other employment in large numbers unless the Charter were implemented without delay, had an undeniable effect on the speed and general attitude of the corporation in applying Charter conditions to its officers. The press were undoubtedly interested, and the public were certainly not jealous or critical.

Can the N.E.C. deny that, if every branch or group of branches carried out a similar tactic, our negotiations round a J.I.C. table would be immensely strengthened? And if every branch poured letters conveying our grievances into its own local press, would this carry no weight with our employers?

An unequivocal attitude to wage-freezing is also necessary. Either we want wage improvements or we do not. If not, let us say so, but if we do then we must come out openly and repudiate the policy which, more than anything else, kills wage claims before we even table them.

Glasgow. ALEX M. R. LANE.

Cannot Afford Holidays

YOUR front page for February says, "Book your holiday with NALGO." As a family man with two children, I have been able to afford only one week's holiday at the seaside since the war ended. Before the war I was just able to take my family to the seaside once a year. The Charter gave me a £20 increase in salary—but had there been no Charter, it is safe to assume that there would have been a cost-of-living increase of £18. So, to me, the Charter has meant, in effect, an increase of £2 a year. Some "improved standards"!

UNBELIEVER.

"Too Young to Live"

WE urge the N.E.C. to redouble and treble, its efforts to lower the maximum of the general division scale before we are too old to enjoy a decent standard of living. It is ridiculous to suggest that the general division officer does not attain his maximum efficiency until he is 32. If he is not capable of undertaking any task by the time he is 26, then he is no asset to the service.

TWO, TOO YOUNG TO LIVE.

Mansfield.

"Advance Each Step."

THE proposals to remove anomalies created by the consolidation award ignore the under-30's. Admittedly, the 21-year-old officer will benefit from the award—nine years hence; but that does not help him now. Surely, the equitable solution is for each step of the general division scale to be advanced by the amount by which the maximum of the scale was raised.

"AGE 25."

"Would Cause Unrest"

ANY further concession to those in the general division would cause discontent and unrest to those outside it. A salary of £385 at 32 is not unreasonable for those who have not passed a professional examination before that age, and to bring down the maximum age to 25 would merely destroy the inducement to qualify for the technical and professional posts.

CONSCIENTIOUS.

Members to Blame?

LETTERS to "L.G.S." suggest that there is throughout NALGO a conviction that the claims for better conditions made by the N.E.C. and subsidiary leaders are neither sufficient, nor are prosecuted to the full. I agree—and I suggest that the majority of members are themselves responsible.

Live and intelligent interest in the well-being and efficiency of NALGO and the service is confined to a minority. Copies of "L.G.S." go into the waste-paper basket unread; members have to be harried to departmental meetings; and district meetings are often a farce. It is only at the district committee stage that satisfactory interest can be detected. Knowledge of the Whitley Council machinery is practically nil—beyond the bare query, how many more shillings will find their way to the pay envelope.

Local government officers are a weak and apathetic lot, who have to thank the energetic few for the gains made. That is why both

local and national negotiators are much weaker than they need be, and must adjust their claims accordingly, knowing that the rank and file is not 100 per cent. behind them. The "other side" know this, too, and are correspondingly strengthened. When each member decides to become an active part of the NALGO machine we may hear less of "executive weakness" and more of "Association strength."

H. DONNACHIE.

8, Princes Gardens,
Glasgow, W.2.

Stenographer's Scale Wanted

A PROFICIENT shorthand-typist or comptometer operator is a greater asset to the service than a copy typist or general clerk. To become proficient, she has to train at a commercial or evening school.

At present, she remains in the general division and at 32 her salary is £308. Women below 32 may be accelerated two or even four years within the general division scale, but at 32 there is a "dead-stop."

The electricity authority offers a special scale for shorthand-typists and comptometer operators. Why not a shorthand-typist scale for local government?

"SHORTHAND-TYPIST."

EQUAL PAY**"Critic" Replies**

WHEN I took a tilt at the dear old slogan, it was in the hope that, now that it has served the purpose of a battle cry in rallying the troops, we might agree to lay it aside and consider soberly how to ensure that, in local government, women are not unfairly handicapped either in securing appointments or in receiving proper remuneration.

Tom Fernley says that it should be a closed issue for NALGO—but the acceptance of a slogan, even by NALGO Conferences and the N.E.C., does not in itself mean that anything positive will result, as Margaret Hamilton has rather unkindly pointed out.

Erica Hodson, in her magnificent onslaught, quotes a number of occupations in which equal pay is accepted—but is she satisfied with the result? In the House of Commons, women hold seats to the proportion of approximately 1 per cent: if the acceptance of their slogan in local government had the same effect, would its supporters be satisfied? Most of the occupations Miss Hodson mentions as accepting equal pay are, like the theatre and letters, those in which a person's remuneration depends in the last resort on the public estimation of the value of his or her services and not on salary scales applied to categories of posts: they are the individualistic professions and have nothing in common with local government. Miss Hodson quotes an impressive list of countries which she says have "applied" equal pay in their civil services. But this merely illustrates that, if a slogan is vague enough, almost anyone will subscribe to it. She does not tell us what the effect has been. Has the adoption of the principle led in those countries to the employment of a larger proportion of women in senior administrative positions than in this country? I should be interested to know, for example, whether the proportion of senior posts held by women in the

civil services of Japan and Turkey is any higher than our percentage of women Cabinet Ministers? Suppose the application of the slogan to English local government did, in practice, lead to a reduction of the number of women securing senior posts, would its advocates be satisfied? Perhaps, after all, a little constructive research would help us to know where we are going when we fall in behind Miss Hodson and Mr. Fernley and their indignant followers.

"CRITIC."

VALUATION DEADLOCK

Praise for Negotiators

I APPLAUD the last paragraph in your footnote to the letter from "20 More N.A.V.s" in the February "L.G.S." and, like Mr. Evans, I pay tribute to the efforts made by the negotiating committee on behalf of rating valuation staffs.

I would like to see some of the critics in action; how easy it is to say, vaguely, that "the approach was wrong." What was wrong with it? Was it wrong to submit the views of officers who have long experience of rating valuation work; to stress the nature and importance of that work; to urge that it should be treated as a separate section of the Board of Inland Revenue under a chief rating valuer; that salaries should be commensurate with the importance of the work; and to point out the market for experienced rating valuers which exists in private practice?

I am in entire agreement with the action taken by the committee, and I am pleased to read that Mr. Glenvil Hall acknowledges the assistance it has given. If the committee has a fault, it is that it has taken too modest a view of its achievements. I have not yet seen the Board's proposed terms and conditions of appointment of staffs, but if rumour is correct the proposed gradings of the various posts must cause the committee to feel that the position will be better than it thought.

Finally, I hope that this letter may set a new fashion, whereby you will get for publication letters appreciating efforts made on behalf of members of NALGO, to offset the present consistent stream of criticism on this and other matters.

"FAIRPLAY."

The Board's proposed terms and conditions of appointment to the new service are summarised on page 314.

A Metropolitan Tribute

THE members of this Association, who are all members of NALGO, are closely concerned with the matters which have been the subject of the statement prepared by the negotiating committee on its discussions with the Inland Revenue Department. My Association is very conscious of the great efforts which have been made by NALGO and the members of the negotiating committee, and of the patience and skill with which they have endeavoured to present to the Inland Revenue Department those matters which vitally affect all existing rating valuation staffs, and I have been asked to convey, both to NALGO and the negotiating committee, my Association's deep appreciation of all that has been done.

H. B. COX,

Hon. Secretary.

Metropolitan Borough
Valuers' Association.

"Protect Our Jobs"

WHEN the time comes to offer thanks to the negotiating committee, we shall do so: meanwhile, your suggestion that rating valuation staffs should appreciate its efforts instead of criticising them is begging the question.

The intention of our letter in the February journal was to indicate our dissatisfaction with NALGO's handling of the situation. For us, time is short. We shall soon be leaving the organisation, but we warn all members of NALGO that nationalisation may be the turn of their departments next. Briefly, we suggest that when any section of the service is threatened by new legislation:

An officer be deputed and an ad hoc organisation be set up from the start to organise its members into one body;

The action taken be announced in the Journal, so that each member will know that his affairs are being protected; and

Items of news be circulated through branch secretaries as soon as they are received, instead of waiting for the next number of the Journal.

NALGO's first business is to protect our jobs; we must be a trade union, not a trading organisation.

Since our last letter, one of our members has resigned in protest, but we remain, feeling that this would be too easy a solution for NALGO.

"NOW ONLY 19 N.A.V.s"

"Admission of Defeat"

DOES your footnote to the letter from "20 More N.A.V.s" amount to an official admission by NALGO that "there does not appear to be any way out of the deadlock," or is that the editor's view? If the former, then it is a pretty bad show. Even if it were the fact, surely it is most undesirable (to put it mildly) to admit defeat before the matter has been settled beyond all possible doubt?

It seems fairly reasonable that the I.A.R.V.O. should act on its own in trying to get its examinations recognised—but if it cannot get anywhere with the Inland Revenue and/or the Civil Service Commission, surely NALGO should assist? It is safe to assume that 90 per cent of the members of the I.A.R.V.O. are also members of NALGO, and in many cases have probably worked as hard for it as for their professional association, and surely this is a trade union as well as a "domestic" matter, and we have a right to expect our trade union to do its utmost to protect our interests?

It is interesting to note that a comparatively small and rather young organisation like the Society of Clerks of Assessment Committees, whose members do not need to be qualified, can apparently make some progress, whereas NALGO and the I.A.R.V.O. are admitting defeat all along the line, and cannot claim that "the other side" have made one major concession.

"N.A.V."

The statement that "there does not appear to be any way out of the deadlock" may be taken as the official view. Can "N.A.V." suggest one? The I.A.R.V.O. claimed the right to deal with its claim to recognition of its examination in the new service as a domestic matter, and NALGO, as a member of the negotiating committee, agreed

that it should do so. I.A.R.V.O. would hardly be flattered by the suggestion that NALGO could do better on that problem and has not asked for any assistance. We do not understand the reference to the Society of Clerks of Assessment Committees. The society is a member of the negotiating committee and has not taken any independent action.

PROMOTION EXAM.

Not Sufficient in Itself

I MUST express my good wishes to Master Duncombe, who, as he tells us in the January journal, passed the promotion examination after only ten months in the service. I think, however, that his letter proves my point—that the passing of this test does not of itself make one fitted for a higher post.

Unbelievable though it must seem to him, he still has much to learn. For example, that his passing of an exam. does not make everyone else ignorant; that abuse is no argument; that the expression of an opinion is not necessarily a symptom of conceit.

He asks why I don't take the examination myself. It so happens that I left general division work behind me thirty years ago and now, unlike him, I have no axe to grind.

Hastings. ERNEST MOGG.

No £800-a-Year Jobs for All!

I FULLY agree with "Well Under Thirty-two," who in the February journal advises "One Just Twenty-two" to study for a professional examination. The Charter demands such a qualification before promotion, and it is the moral duty of everyone to fit himself to give the best service in the interests of the ratepayers.

I must, however, correct the impression which your correspondent may have given that the securing of a professional qualification enables everyone to refuse posts at £800 a year. I know of several hundred qualified municipal accountants who would be only too glad to have the opportunity of accepting posts at such a figure.

R. C. WYDENBACH.

The Council House,
Malvern.

HOUSING MANAGERS

Comprehensive Training

YOU recently reported that the former Society of Women Housing Managers had changed its name to the Society of Housing Managers and had opened its ranks to men on the same terms as women.

The Society has always maintained that good housing managers must not only have adequate book knowledge of building construction, housing law, social services, and so on, but also sound practical knowledge of the many duties of a housing department. Students of the Society spend from 18 months to two years working under experienced members in at least two offices, being instructed and supervised in the collection of rents, selecting applicants, ordering and supervising repairs, setting up housing accounts, and so on. Not until they have reached a satisfactory standard of practical work and have passed an appropriate theoretical examination, usually one of the R.I.C.S., are they considered for full membership.

Although it may sound a long and difficult course, it is really not so. Moreover, the job is a worthwhile though difficult one and fully

repays time spent in training. Interested NALGO members should write to the Society, 13, Suffolk Street, London, S.W.1.

Deptford. M. STANBRIDGE.

EXPENSE ALLOWANCES

"A Dangerous Precedent"

ON January 18, the National Joint Council decided to abandon the scale of subsistence allowances for absence exceeding four days and substitute in lieu the "reimbursement of out-of-pocket expenses reasonably incurred."

One of the main advantages of the Charter is that local government staffs throughout the country shall receive uniform conditions of service. But the introduction of such an ill-defined phrase as "out-of-pocket expenses reasonably incurred" can only result in a multiplicity of decisions. Some authorities will interpret it with varying degrees of generosity, others with varying degrees of meanness.

If there was evidence that the old scale was too generous to the officer, then there was no reason why it could not have been amended to provide for the payment of allowances for periods exceeding four days at rates less than those for a shorter period. I can see no reason for a return to the old system of individual bargaining. This may be only a small matter affecting a small number of officers, but it is a dangerous precedent.

N. F. E. BROWNING.

Minchhead U.D.C.

The decision applies only to absences to attend conferences and courses, for which the N.J.C. considered the standard allowance of 36s. a day to be excessive.

HEALTH VISITOR EXAM.

Older Nurses Excluded

THE 1944 Education Act laid down that "existing school nurses should be given the opportunity of taking the health visitor's certificate." There is, however, an age limit to the course for this certificate, and older nurses like myself, although having many years' experience, are excluded. Younger nurses who take the training get an increase of £40 a year and I think that this should be given automatically to the older nurse to keep her salary in line with that of her younger colleague.

Not long ago, the Rushcliffe Committee recommended a sop of £10 for the older nurse. To balance this, the treasurers tell me that my long service bonus will be reduced by the same amount. Am I happy at my work!

WINIFRED L. BAKER.

Coventry.

AND ONE FOR CLERKS?

Professional Body Wanted

WHY are there no set qualifications for the important position of clerk of a local authority?

Other chief officers have their examinations and qualifications, which are the hall-mark of their professions, but the clerk has no examining body peculiar to his profession. He is vaguely expected to have some legal qualification, but as his legal work comprises only about a fifth of his duties, it is clear that some attention should be given to other requirements, such as administrative and executive ability, advisory capacity, co-ordination of departments, and so on. The Hadow Report stressed that the criterion of

a good clerk was his administrative ability and that a legal qualification was of secondary importance. There seems to be a need for a single professional organisation, membership of which, by examination, would be the hall-mark of the clerk's profession. Who is to give the lead?

Long Eaton P. J. BARSBY,
U.D.C. Deputy Clerk.

AN "L.G.S." CARTOON "Offensive Insolence"?

THE sanitary inspectors of St. Marylebone consider the cartoon on page 304 of the February LOCAL GOVERNMENT SERVICE to be exceedingly bad taste. As a witticism, it was worn and sold out years ago; pictorially it cannot be commended; the theme is offensive to a technician; and no apology is published therewith.

That keen and earnest members of your Association for many years should be subjected to offensive insolence in the pages of their own journal is worse than uninspired music-hall and comic-strip references—the latter, at least, are born of ignorance. We would in all sincerity suggest a closer liaison at least between yourself and the public relations officer if you wish to retain our long-tried allegiance.

VICTOR A. BIGNELL,
Local Correspondent,
Sanitary Inspectors' Association,
Town Hall, St. Marylebone.

We did not, and cannot now, see anything either "offensive" or "insolent" in the cartoon in question. But we naturally regret that our correspondent and his colleagues should have had cause to do so.

SOCIAL WELFARE Experience Ill-Rewarded

I AM amazed when reading appointments advertisements to find so many anomalous gradings of social welfare posts. One authority, for example, offers only general division for a home visitor, "with extensive experience," to visit applicants for housing accommodation and report upon home conditions. Any welfare officer knows that the job calls for a great deal of knowledge, tact, and initiative, and that clothes wear out twice as quickly as those of office workers. The welfare officer should be offered a salary more appropriate to her status and sufficient to cover wear and tear.

"WELFARE WORKER."
Salary scales for social welfare officers are now under negotiation.

A Winter Conference?

IS there any good reason why NALGO Conferences should be held during the summer? It seems crazy to compete with holiday-makers for such accommodation as is available. Conferences held during the winter, or at least in late autumn or early spring, would permit branches to make substantial reductions in delegates' conference expenses.

A. W. S.

Pensions for Women at 55?

AS the Superannuation Act now stands, women do not receive a pension until they reach the age of 65. This seems unreasonable and, in my opinion, the Act should be amended. The age of 55 years for retirement (provided 30 years' service has been given) seems to me to be reasonable.

(Miss) M. M. NORMAN.
13, Marble Hill Gardens,
Twickenham.

Association's Legal Defence Service Wins Redress from Injury, Assault and Slander

Further striking evidence of the value of NALGO's legal defence service is provided by the following cases in which, within seven months, a total of £2,700 was obtained for members in compensation and damages.

1. Hurt in Rescue—£675

A CORPORATION housing estate employee running to the rescue of a child in danger of being crushed by a runaway corporation motor-lorry, was himself struck by the lorry and severely injured. A claim for damages being repudiated, a writ was issued, and the action proceeded, but just before the trial was reached, the defendants paid £625 into court, and, after further negotiations, settled for £675.

2. Fell Inside Omnibus—£175

A WOMAN officer broke her ankle when she tripped and fell whilst travelling home in a corporation omnibus. Counsel advised that the corporation could be held liable on the ground that there were no handrails or supports in the part of the omnibus where the woman had been sitting. Since the corporation's insurance company repudiated liability, a writ was issued on the woman's behalf, claiming damages for personal injuries. In subsequent negotiations with the defendant's solicitors, a settlement was reached, winning £175 damages and out-of-pocket expenses for the member.

3. Collided with Van—£925

A RENT collector was severely injured when, while riding his motor-cycle on duty, he collided with a milk van. Since there appeared to be negligence on the part of the person in charge of the van, a claim at common law was taken up on the member's behalf. Liability was repudiated by the insurance company concerned, but when, on counsel's advice, a writ was issued, the defendants settled for £925 damages and out-of-pocket expenses.

4. Hit by Army Lorry—£225

A SECOND rent collector, driving his car on duty, was run into by an Army lorry travelling very fast. The collector was uninjured, but his car was badly damaged. The War Office would not admit liability and counsel advised the issue of a writ, after which an offer of £160 was made. After further negotiations with the Treasury solicitor, £225 was paid into court for the War Office, and accepted by the member.

5. Knocked Down—£500

A SANITARY inspector was knocked down by a motor-lorry as he was leaving the council offices and injured in the arm and head. The insurance company offered £350 in settlement (inclusive of special damages), but this was considered inadequate, and a writ was issued. A neurologist reported that the effects of the head injury would persist, and the action was taken to trial. The court awarded £500, inclusive of special damages of £140.

6. Attacked by Lunatic—£100

A RATES collector was assaulted whilst on duty, and injured. His assailant was prosecuted and sentenced to three months' imprisonment but was later certified insane and removed to a county

asylum. On counsel's advice, a writ was issued claiming damages. Eventually, an offer of £100 was made on behalf of the defendant and accepted by the member after the special approval of the Court of Protection—which alone can admit claims against property held in trust for a lunatic—had been obtained to the payment being made.

7. Bus Overturned—£146

A MEMBER travelling to work in an omnibus which skidded down hill and overturned, received a fractured collar-bone, multiple abrasions and concussion. A claim made against the omnibus company on grounds that the driver was negligent was denied by the company, which pleaded that the injuries were caused by "inevitable

accident." However, after the issue of a writ, the company paid £146 into court, which the member decided to accept.

8. Slander—Apology

AN EMPLOYEE of an area electricity board, who visited a consumer about an alleged overcharge, was later stated by the consumer, in conversation with one of the board's meter inspectors, to have been drunk. The allegations were repeated by telephone to the board's local office and two officers of the board who visited the consumer to investigate the complaint. Action taken on counsel's advice resulted in the consumer signing an unqualified withdrawal and apology and undertaking to refrain from further allegations.

My Bookshelf—by Edward Kay

WHEN, in the fifteenth century, the poet, William Dunbar, bestowed the title "Empress of Towns" on London, he was writing of a town which was architecturally lovely and uniform in administration. Five hundred years later, London may still claim an imperial title, but many particulars of Dunbar's ecstatic eulogy are no longer valid.

Though the nine million denizens of Greater London may have some sense of pride in Westminster Abbey, St. Paul's, and the West End, it is a national and not a local feeling; not one of them thrills at the thought of living or working inside the administrative county of London, and whatever song the Cockney sings in Piccadilly on a Saturday night, it is nothing to the effect that "I belong to London, and London belongs to me."

This is Londoners' loss. If they are unconcerned whether they live in or out of the county, if they care little for the local government of their town, if they have no feeling of common interest with other Londoners living across the way, then life for them lacks some of the richness enjoyed by the combative Lancastrian or the man of Leeds or Truro, who knows where he belongs and is proud of it.

How is that loss to be made good? PROFESSOR W. A. ROBSON, in the second edition of his *Government and Misgovernment of London* (Allen & Unwin, 15s.), brings up to date his case, first argued in 1939, for a simplified and integrated system of local government for the whole of Greater London. It is a powerful one.

In London, as elsewhere, the multiplicity of local authorities and the haphazard division of powers among them has weakened the effectiveness of their services, raised their cost, and given Parliament the excuse for transferring powers to central or *ad hoc* bodies.

Professor Robson's plan of reform is simple: he proposes an elected regional authority, with broad directive powers, and a series of local bodies, comparable in area and population to a borough, with wide functions of detailed administration. The regional body, in addition to major planning duties,

would operate services which need a wide area, including many now controlled by *ad hoc* non-elective authorities like water, police and hospitals.

The minor authorities would be closer to the electorate and would probably enjoy more intimate relations with the citizens. Their planning functions would be wide, but circumscribed by those of the regional council; in executive duties they would be in part autonomous and in part co-operative—in education, for instance, they might manage local schools on principles determined by the regional body.

Whether Professor Robson's plan is accepted or not, his book will be welcomed generally as providing a much-needed reminder that in the urgent problem of recasting London government no progress is being made or even discussed. "Until London receives as much consideration in the Imperial Parliament as Timbuctoo," he concludes, "we shall never have a capital city worthy of the name."

Why Local Government?

A GROUP of well-informed and penetrating articles has been published by Basil Blackwell under the title *Essays in Local Government*, edited by CHARLES H. WILSON (18s.). The essays survey with knowledge and understanding such topics as boundary changes since 1888, the Act of 1929 and subsequent legislation, grants and borrowing, and joint authorities. But these factual contributions take second place to Mr. Wilson's introduction, called "The Foundations of Local Government." Learned but not heavy, it describes, in fascinating style, why local government is a Good Thing. We know, when we are reminded, that local government, more than any other institution, gives the citizen an opportunity to share in the government of the country and that current tendencies to take away its powers, even if justifiable on technical grounds, are indefensible, because they weaken the democratic fibre of the country. But Mr. Wilson reminds us of these and similar things so charmingly, and with such a polished air of finality, that one marvels that there have ever been any anti-democrats.

Weymouth Music-Makers : Gay Menu Cards for Branch Dinners : Holiday Guides Ready

ENTERTAINMENT and the encouragement of the arts are still, sad to say, among the more unusual features of local government.

A new move to put them in their rightful place is being made at Weymouth, where the town clerk recently had a bright idea—a local musical festival. His aim was to show that the citizens could still provide their own entertainment, and this they certainly did. The council lent them the large municipal theatre and promised to make up any financial loss or to divide any profit among the participants. Eight musical and dramatic societies joined forces and put on three thoroughly mixed programmes—a symphony by the orchestral society, a half-hour play by a local author by the dramatic society, excerpts from musical comedy by the operatic society, a gramophone recital, and so forth. The theatre was packed each evening, and the societies have agreed to devote the profits—for there was no question of losses—to the eventual building of a new hall for their combined use. This is real civic enterprise.

"Humphreys"

"**HUMPHREYS**," which, since the suspension of "Citizen" some months ago, is now life only illustrated periodical devoted to citizenship in the country, continues to cast its editorial net widely and to land some interesting fish. Recent numbers have contained articles on such varied subjects as the Lynskey Tribunal, Model Parliaments, Municipal Administration in Britain and the Dominions, the Licensing Bill, and State Trials. Though local government does not feature so prominently as it did in "Citizen," I fancy many officers wishing to widen their mental horizon would find it a source of interest and stimulus. It is published monthly, at 1s. a copy, by the editor, H. J. STRUBBS, 15, Dartmouth Street, Westminster, London, S.W.1.

Brighten Your Dinner

ARTIST JACK CARVER has excelled himself, I think, in his new design for NALGO's menu cover, from which the strip below has been taken. Guaranteed to break the ice at the most formal dinner, the cover is illustrated by a series of colourful, amusing drawings representing NALGO's various activities. Branches may get specimens and supplies at ten shillings for 50 from Headquarters, 1, York Gate, London, N.W.1. The small profit goes to the Association's Benevolent Fund.



Also available are whist score cards in two colours. These are free to branches holding whist drives on behalf of the Fund, and 3s. 6d. per 100 to others.

They Know the Answers

AMONG the many features of the Swansea branch PR programme, one of the most successful is its regular monthly brains trust.



My picture shows the trust in session at the St. Thomas Community Centre, when the questions were on local government administration. The "brains" are changed from time to time to allow each department to take part, and the trust moves among rotary clubs, evening institutes, youth clubs, and church organisations. The sessions have proved so popular, writes R. E. GREY, branch PRO, that the fixture list is full for the winter.

Mr. Belcher Was Wrong

TELEPHONE lines to NALGO's PR department buzzed even more than usual recently with voices raised in interrogation, dismay, and hurt indignation. It was all because Mr. JOHN BELCHER said in his "Sunday Express" article that the Railway Clerks' Association with 90,000 members was the biggest organisation of black-coated workers in the country. And, of course, it isn't! The general secretary immediately wrote to the paper pointing out that, "NALGO has to-day more than 175,000 full members, all so-called black-coated workers, and is, I believe, the biggest such organisation not only in Britain, but in the world."

21 Years' Branch Service

IN THE shifting sands of local government, comparatively few honorary officers, I imagine, are able to devote 21 years of uninterrupted service to their colleagues, and it is all the more gratifying to find that such service, when it can be given, is appreciated. Members of the West Riding County Officers' branch showed their recognition of W. MOXON's 21 years as branch assistant treasurer by giving a dinner in his honour and presenting him with a radio-gram.

"Knole Lodge"

LATEST statement of bookings at Knole Lodge, the Association's War Memorial Convalescent Home at Bournemouth, tells me that 376 members and relatives visited it during the three months which ended on January 24. This was 50 per cent. more than in the same period last year, and, since only 18 were retired members not submit-

ting medical certificates, it is clear that the home is fulfilling its function of providing an opportunity for rest and recuperation for convalescent members. Of the total, 74 members enjoyed free residence through their membership of the NALGO Provident Society.

NALGO Holidays

I'M finding it difficult to concentrate. From the corner of my eye I can see NALGO's new brochure of Motor-Pullman tours, and the exotically coloured cover portraying a scene of southern sun and beauty is taking my mind off my work. Glancing inside, I find that, for sums varying between 62 and 75 guineas, I could see Europe from an armchair by participating in one of six tours being organised this year. The beauty spots of Switzerland, Austria, Italy, France and Spain would all be open to my gaze—with first-class hotels, excellent food and service thrown in. I can't afford it, but if you can, a postcard marked "Continental Motor Pullman Tours" to NALGO, 1, York Gate, N.W.1, will bring you a copy of the brochure and full particulars.

The Swiss holiday programme (free) and the NALGO holiday guide advertising recommended holiday addresses at home (10d. post free) are also ready.

Blazers off Coupons

THE recent coupon concessions on woven woollen clothing mean that NALGO blazers and scarves (of blazer material) at £4 4s. and £1 1s. respectively, are now coupon-free. Also in the news is the NALGO cricket cap, now on sale for the first time for ten years. Selling at 12s. 6d., it is pre-war in value and "county" in shape.

More Honours

THE names of three more members honoured in the King's New Year Honours reached me too late for inclusion in last month's list. They are:

O.B.E.—WILLIAM FISK, M.B.E., F.S.A.A., borough treasurer, Maidstone, and honorary secretary, Maidstone Savings Committee.

M.B.E.—G. PONSFORD, surveyor, Litherland U.D.C.; and R. C. TREADGOLD, F.R.I.C.S.

Holiday SOS

WILL someone help Mr. Wallace? He has booked accommodation at NALGO's Cayton Bay (Scarborough) holiday centre from August 20 to September 3 for himself, wife, and daughter, aged ten, but now finds that they can go only during the fortnights beginning July 23 or 30 or August 6 or 13. Would anyone who has booked similar accommodation during those weeks like to exchange? If so, write R. Wallace, 15, Westwood Crescent, Winton, Eccles.

Provident "Rest" Accounts

NALGO Provident Society members will be interested to hear that the Committee of Management has decided to allocate sevenpence in the shilling to members' rest accounts for 1948.

Staff Change

H. B. WILLIAMS, whose appointment as assistant district officer to the Newcastle office was announced last month, will not be going there after all, I hear. Instead, he will replace P. W. J. LADLEY, who has resigned from the London office. A new appointment will shortly be made to the north-eastern district.

Obituary

I REGRET to record the death of W. CHAMBERLAIN, chief inspector of weights and measures, East Sussex County Council, president and former chairman of the branch.

NALGO ADDRESSES

Headquarters—1, York Gate, Regent's Park, London, N.W.1. Telephone, WELbeck 4481.

District Officers—The names in brackets are those of assistant district officers:

Eastern—J. R. E. SABINE, (L. G. Jones), 12, Crane Court, High Street, Chelmsford, Essex. Tel.: Chelmsford 4347.

East Midlands—W. J. UPTON (B. H. Bailey), 47, Burton Street, Nottingham. Tel.: Nottingham 41996.

Metropolitan—A. H. GEARY (Miss A. Prime, G. H. Newman, and H. B. Williams), 1, York Gate, Regent's Park, London, N.W.1. Tel.: WELbeck 4481.

North Eastern—G. HOOD, Milburn House A, Dean Street, Newcastle-upon-Tyne. Tel.: Newcastle 24900.

North Western and North Wales—W. CECIL WOOD, A.C.I.S., (D. G. Hinson, R. I. Hooper and J. M. Malone), 2, Mount Street, Manchester 2. Tel.: Blackfriars (Mcr.) 7668.

Scottish—J. L. ROBSON (J. Turner), 67, West Nile Street, Glasgow, C.I. Tel.: Douglas 00067.

South Eastern—ALAN PROCKTOR (D. Kennedy), Aqua House, 24-25, Old Steine, Brighton 1. Brighton 7983.

Southern—D. H. J. NEWMAN (R. A. Carpenter), 140, Tilehurst Road, Reading. Tel.: Reading 2345.

South Wales and Monmouthshire—I. G. ELLIS, M.B.E. (T. B. Fonton), 11, Park Place, Cardiff. Tel.: Cardiff 1646.

South Western—F. SIGNEY, B.Sc. (W. J. Allen), 16, The Crescent, Taunton, Somerset. Tel.: Taunton 2779.

West Midlands—J. MELVIN (L. O. Gooden), 43, New Street, Birmingham 2. Tel.: Midland 6943.

Yorkshire—J. C. HAMILTON (H. O. Holdsworth), 12, East Parade, Leeds. Tel.: Leeds 24861.





what's the difference?

by "TOBIAS"

WITH unusual realism, our branch has always called it Public Negations. When politely taken to task for this by the Association's P.R.O., who insists that the thing is called Public Relations, we have replied, *What's the difference?*

Of course, we did not put it as crudely as this. True to our local policy (summed up in Rufus's pet phrase, *Toujours bamboozes*), we muffled our sentiments in half a dozen closely typed pages, and softened the blow of our disagreement by devoting the first thousand words of our letter to an assurance that we had always watched the P.R.O.'s career with the greatest interest and would continue to do so. (The blighter is well worth keeping an eye on, for one never knows just what unnecessary activity he's going to involve us in next.)

To our annoyance, he merely sent a postcard acknowledgment of our letter. Our purpose had, of course, been to involve him in a correspondence so lengthy that he would forget its original subject.

The next we heard of the matter was the public relations statement in last month's "L.G.S." Thus, while we cannot claim to have originated the new P.R. policy (no brickbats, please!) there seems little doubt that it was inspired by the Public Negations policy pursued so assiduously by our own and certain other branches...

Anyway, as soon as we had established, beyond the possibility of error, that we were supposed to take a new slant on the whole question of public relations, we at once set about the task of placing someone in charge of operations. No better system has yet been devised of getting out of all responsibility oneself and at the same time having someone to nark at on the subject.

My proposal was that Rufus, having in the past made such a success of Public Negations, should be appointed as a matter of course. There were, however, objections from George, who himself hankers after branch officialdom (our attitude to his ambitions being that, while we can't think why he should want such a thankless job, we do everything we can to keep him out of it).

"It's a new policy—let's have a new man to run it," he insisted.

The reader will at once recognise this as a prime example of that type of mechanical thinking which from time to time threatens to wreck the whole association by uprooting well-established traditions and office-bearers, merely because

they happen to have outlived their usefulness.

I was proceeding to enlarge on this when Rufus, acting in the true spirit of Public Negations, rushed in to take George's mind off anything it might have been on.

"You see, old boy," he explained, "however you and I might wish to the contrary, it's undoubtedly a fact that the active, lively branches will always make a good job of public relations—which in turn will make them livelier and more active than ever. You, being a reasoning sort of chap, will see at once that that isn't fair. But it's the way of the world, my boy—solve it and you'll be on the way to understanding the mystery of the universe, the reason men get married, and why people still go to see Hollywood films—"

"Then there's no point in bothering about public relations at all," said George.

Nalگو Holiday Centres

Book now for a holiday at
CAYTON BAY
(near Scarborough)
CROYDE BAY
(N. Devon)

—both opening May 28—

The fees are five guineas a week to members and six guineas a week to others. Inquiries are welcomed (from non-members as well as members) particularly for May, June, and September.

Write NALGO, J. York Gate, Regent's Park, London, N. W.1, for brochure and application form.

"Nonsense, we've got to give it a chance—"

"Films..." Sackbutt, these days, owing to a certain preoccupation with the fact that young Betty has been threatening to take a job in Switzerland, whose mountains are a greater attraction than he is, inclines to be slow to grasp things, but to grasp them with greater tenacity when he does get hold of them. "Why don't we make a film about ourselves?" he demanded.

There was silence while we thought this over. Certainly the making and displaying of such a

film would not be carrying out the first point of the new policy, *Putting over NALGO to the members*, but we as branch officials have always set our faces against this, maintaining that it is extremely unhealthy (for us) for the ordinary member to know anything at all about NALGO. Therefore, *Putting over the officer to the public* would seem to come first on our list.

"Who's going to be the leading character?" we all asked simultaneously.

The first thing we did was to put George out of the running by making him camera-man. We have all suffered so much from having to look at photographs of mountains, boarding-houses, beaches, all with George or George's wife in the foreground, background or middle-ground, that we decided he might as well put his enthusiasm to some use. So one morning he brought his cine-camera to the office and began to look for angles. (These bore no relation to Daffy, who at once began to arrange her figure in the pose of a prisoner—female, white—awaiting trial for murder in an American court.)

George, however, was after bigger game.

"The whole point of this," he said, "must be to show that behind our daily routine, which to the uninitiated would seem completely boring and monotonous—"

"Or even to the initiated," I murmured.

"Behind these dingy walls there lurks—"

"Romance!"

"Oh, I don't mean the Boss kissing Miss Gymbol—"

"So that's why she was ill last week!"

"What I mean is, we've got to show there's some meaning, some purpose in being a local government officer."

"Splendid—what is it?"

In the end, disgusted by what he called our lack of co-operation, he marched off for lunch, leaving the camera on his desk. We then got down to business.

The Boss, too, being out for lunch, we took shots of each of us in turn, sitting at his desk and looking much more important than he ever does. (Even if all of these could not be used for the film, they would make excellent stills for handing casually to one's friends.)

I took a sneak shot of Rufus, patting Daffy into place for a shot, and we were lucky enough to catch Alderman Jove as he was avoiding with considerable agility one of the council's own fire engines which happened to be passing our window. But by far the most outlandish shot was one of Sackbutt sitting at a desk and applying himself with great care and thoroughness to an actual job of work. We were careful not to show the job itself too clearly, just in case his bankers didn't come up that week...

Our first job for the research panels under Section 4 of the new public relations policy is to find out what happened to our film, which has unaccountably disappeared. Some of us accuse George of never having had the camera loaded; another school of thought says that Sackbutt destroyed the film because he has induced young Betty to come back to the office by promising that another film is to be made—in which, presumably, she will be spotted by the Rank organisation. Myself, I think the film was pinched by a member of the public, who got wind of what was coming and decided to have none of it.

Anyway, our branch has gone back to Public Negations. But nobody can say we didn't give the new policy a fair trial.

AT RANDOM—by "Hyperion"

Groan for the Month

I am not aghast
That some people live in the past:
The present
Is so unpleasant.

—Truth.

Trivia

"We have left in our main park area a suitable tract of wild country terrain for courtship, a social need almost always forgotten."—Townplanner lecturing at Cambridge.

Mens sana in corpore sano, which means "A healthy mind ignores the corporation's sanitary system."—Much Binding in the Marsh.

"Would you say he is dishonest?"

"Not actually, but after shaking hands with him one instinctively counts one's fingers."—Newcastle Journal.

Howlers

An antidote is a funny story that has been told before.

A census-taker is a man who goes from house to house increasing the population.

Vive La France!

Two bearded men of 80 were found sitting in a cubbyhole in the Paris municipal offices. "What are you doing?" they were asked. "We look after the payments to sufferers in the flood of 1910," they replied. "But payments

stopped in 1913." "Yes, but our salaries didn't." They have now.—Daily Express.

Music in Your Bath

Accordion renderings of the classics and other composers not so classic, given by an attendant at the Southwark borough council's slipper baths, have proved so popular that the Corporation is arranging to relay this feature to all parts of the building... Contractor's Record.

Double Entendre

In the village of Mount Morris, New York, where a dam is being built, are new welcoming signs:

Mount Morris

The Best Town

By a Dam Site.

—The Daily Telegraph.

The Modern Way

"Further to your esteemed order for twenty medium oak chairs, the Board of Trade halved the order and only sanctioned ten. Will you, therefore, please submit a further order for twenty chairs, so that the Board of Trade can halve same and so give us the requisite number of chairs?"—Letter from furniture manufacturer to customer, quoted in Evening News.

New Empire Brassière designed for bare shoulders, deep plunging décolleté, high rounded bosom, complete social security.

Advert. in Vogue.

"'Getting better' benefit means getting better quicker."

He can afford to



keep his chin up!

In this topsy-turvy world, Mr. U. is glad to know he can afford a private room in Hospital or a Nurse at home if he or any member of his family falls sick. He thinks the new National Health Service is a great boon to the community, but well, he and many others still desire privacy, a private ward or private room in Hospital if necessary, and old habits (and good ones) die hard.

So when the Provident Society announced

**VALUABLE NEW BENEFITS
AVAILABLE FROM FEBRUARY 1, 1949,**

under the HOSPITAL AND NURSING HOME SCHEME, Mr. U. was more than ever glad he was a member of a Scheme which supplements minimum National Insurance benefits.

For the cost of a daily paper, you too can be eligible for the excellent benefits of this Scheme—up to £50 in any one year to meet Hospital, Nursing Home, and Sanatorium charges or the fees of a qualified Nurse, Surgeons' and Specialists' fees, Convalescent Home fees, etc., etc. Members' wives (or husbands) and children may be insured. Age limit at entry 45 years. Send coupon today for full particulars.

HE IS A MEMBER OF THE

**NALGO PROVIDENT SOCIETY
HOSPITAL AND
NURSING HOME SCHEME**



NALGO (Insurance Department)
1, YORK GATE, REGENT'S PARK, N.W.1.

Please send me details of the Provident Society's Hospital and Nursing Home Scheme (WITH EXTENDED BENEFITS) and other Schemes.

NAME.....

ADDRESS.....

BRANCH..... L.G.S. 6

TAKING A

NATURAL INTEREST . . .

"We have heard it said that five per cent is the natural interest of money."

—Southey's Soliloquies, 1830.

Robert Southey, brother-in-law of Samuel Taylor Coleridge, was poet-laureate from 1813 until his death in 1843, when he was succeeded by his friend William Wordsworth.

It would be a brave man indeed who attempted to assess the "natural interest of money" in these less poetical times; but the interest we offer is the best available with the same measure of security, and it is naturally in your interest to take advantage of it.

N.B.S. offers you—

2½% p.a. on SHARES

SPECIAL 2% p.a. DEPOSITS

&

ORDINARY DEPOSITS — 1½% p.a.

TAX PAID BY THE SOCIETY IN EACH CASE

NALGO BUILDING SOCIETY



1, YORK GATE,
REGENT'S PARK,
N.W.1

SCOTTISH NOTES

J.I.C. Annual Meeting: New Employers' Secretary: Transport Staff Urged "Join NALGO"

AT its annual meeting on February 4, the Joint Industrial Council, which settles pay and conditions for Scottish local government officers, adopted a resolution requiring local authorities in Scotland to grant allowances to certain officers temporarily undertaking duties appropriate to higher grades.

The resolution provided: "That where, for reasons other than absence through leave or sickness, an officer is required temporarily, for a continuous period exceeding two months, to undertake the duties of a post the grade of which is higher than his own grade, the local authority concerned should grant any such officer an additional allowance, determined with regard to the salary scale for the higher post, the extent of the additional duties and responsibility, and the period for which these are undertaken—provided that it shall be at the discretion of a local authority to grant such additional allowance where extra duties and responsibility are undertaken in consequence of the absence of an officer through sickness for a prolonged period."

Other decisions reached and matters discussed at the meeting were:

Grading Appeals Formula.—For the ensuing year at least the following procedure should be followed by an officer appealing against his grading: he should apply in writing, preferably through his trade union, first to his local authority for the review of the grading of his post in the light of his submissions, and thereafter, if still dissatisfied, to the J.I.C., provided that the staff side of that Council is satisfied that the appeal is based on the nature of the duties, and that there is evidence that, for similar duties and responsibilities, higher gradings are given by comparable authorities.

This procedure will be reviewed at the end of the year.

Summer School.—The staff side proposal that the J.I.C. should take over the organisation of the Association's annual Scottish summer school was considered by the executive on February 23—after "L.G.S." had gone to press. It is to be hoped that a decision was then reached so that a programme may be arranged and published before summer holidays are finally fixed. Meantime, the school is booked for July 2-9.

Staff Side Election.—C. LAW, Lanarkshire, replaces N. McLEAN, Glasgow, as a district committee representative on the J.I.C. Mr. McLean becomes first reserve.

Change in Secretary.—The Council recorded its appreciation of the services of J. D. IMRIE, C.B.E., M.A., city chamberlain, Edinburgh, who now retires from the secretaryship after holding that position since its creation.

He is succeeded by A. C. HAMILTON, deputy city chamberlain, Edinburgh, a former assistant secretary to the Council. J. L. ROBSON, NALGO's Scottish district officer, was re-appointed staff side secretary. Decisions of the Council will henceforth be published over the names of Messrs. Hamilton and Robson as "joint secretaries."

Rent Collectors' Allowances.—A

question regarding subsistence allowances for rent collectors was referred back for local settlement to the county council raising it, since no general scale of subsistence allowances has been laid down by the Council.

Future A.G.M.s.—In consequence of the change in the date of local elections, clause 8 of the J.I.C. constitution was amended by the substitution of September for January as the month in which the annual meeting must be held. The next A.G.M. will not therefore be held until September, 1950, and thereafter representatives to the Council will retire annually on August 31.

New Transport Branch?

THE news that agreement has been reached between the Minister of Transport and the management of the Scottish Motor Traction Company on the terms for taking over the company's bus

services adds interest to the probability of the formation of a new branch of the Association in the near future. Forms of application for membership have gone out and should soon be returned, since a staff committee has decided that NALGO is the appropriate union for the company's employees and has recommended them to join it.

Staff Orchestra

EDINBURGH municipal staff's newly-formed orchestra is to give its first public performance on March 8. One of the vocalists has broadcast frequently in the B.B.C. Scottish programme. May we look forward to a future show in aid of the Association's Benevolent fund?

Scottish Conference

THE Scottish conference will be over by the time these notes appear. The eleven items on the agenda were tabled by nine branches—Glasgow contributing three.

EDUCATION NOTES

Students Now Enrolling for Dutch Summer School

ARRANGEMENTS for NALGO's first post-war summer school abroad—to be held at "Drakenburgh," near Hilversum, Holland, from May 13 to 21—are nearing completion and students are now enrolling.

We give as our cover picture this month an aerial photograph of Hilversum's town hall which the NALGO students will visit to examine Dutch municipal administration. The picture was supplied by K. L. M. Dutch Airlines and flown from Holland specially for this number of "L. G. S." arriving just in time despite a day's delay through fog.

It shows the town hall—famed for its architecture—from an unusual angle in its immediate surroundings of which much of the beauty is lost in a view from ground level.

There is no doubt that the Association has made a wise choice in the selection of the Hilversum area as the venue for its school. Writing



"Drakenburgh" Conference Centre

recently in "Town and Country Planning," F. J. OSBORN declared, "You have to visit the place to appreciate the consistently high quality of its architecture. Welwyn excepted, no town I have seen is pleasing and functional over so large an area. It should be studied by planners who have the delusion that low-density housing must be tedious."

Attendance at the summer school

is not restricted to those studying for an examination. The only qualification necessary is an interest in the subjects to be discussed. Members' wives, husbands, and friends are welcome to register—the friends at an additional fee of 10s. 6d. The cost to members is £16 11s., less than half of which must be paid in Dutch currency.

The date by which registrations must be made has been extended to March 31.

The party will leave London (Liverpool Street) on Friday evening, May 13, for night crossing via Harwich and The Hook, and thence by Amsterdam and Hilversum to "Drakenburgh."

The provisional programme, prepared for the Association by the Dutch Institute of Administrative Services, includes visits to Hilversum, Amsterdam, The Hague, and Utrecht, and lectures in English on the tasks and activities of municipalities in Holland, its economic, social, and cultural life, and its public health, town planning, housing, municipal finance, social care, and education.

A non-returnable registration fee of one guinea (which will be deducted from the accounts of students who attend the school) must accompany all applications for registration, which should be made as soon as possible by letter to NALGO, 1, York Gate, Regent's Park, N.W.1.

Electricity Schools . . .

THE B.E.A. is holding Easter and summer schools this year to provide opportunity for employees of all grades to discuss the work of the nationalised industry. The Easter school, for about 90 students, will be at King's College, Cambridge, from April 2 to 9; the summer school, for about 100 students, at Magdalen College, Oxford, from July 1 to 9. Application should be made through heads of departments.

. . . and Supply Law

THE NALGO Correspondence Institute will soon be able to announce the preparation of a course

We hope to report the proceedings next month, together with the meeting of the district committee held on the forenoon of the same day. Thanks are due to the Perth city branch for making the arrangements and to the Perth city council for official recognition of the conference.

Big Crowds see P.R. Films.

THE fortnightly Sunday shows of health films promoted by the Edinburgh public health department in conjunction with the Scottish Council for Health Education continue to draw crowds of 2,000. A team of three experts is present at each performance to answer questions on health problems. While young persons form the bulk of the audience, many older people find the information service of value. Items of special interest receive wide publicity in the press. The shows are given alternately in two of the largest cinemas in the city.

New Pay Procedure

Greenock branch reports that, as a result of representations made to the corporation, salaries will be paid fortnightly in future.

on "Electricity Supply Law." Interested members are invited to write to the Education Officer, NALGO, 1, York Gate, Regent's Park, London, N.W.1.

Area Committees at Work

THE Metropolitan and North Western area education committees will hold week-end schools again this year, the former at Ashridge, Berkhamsted, from March 25-28, with the theme "The New Local Administration," and the latter at Burton Manor from April 28-May 1. Write A. E. ODELL, 28, Felstead Road, E.11 (Metropolitan); and H. W. SEXTON, Education Offices, Clarendon Road, Eccles (N. West).

The Southern area is planning two one-day schools, the first of which will be at Southampton next month. Write O. F. GEE, Civic Offices, Swindon.

Surrey to Pay Course Fees

Members will be interested in the general principles which the Surrey education committee proposes to adopt when dealing with applications for financial assistance for correspondence courses under Ministry of Education Circ. 167:

Assistance should be considered only where the applicant can show good reason for the necessity of taking a course in the particular subject; or can show that travelling facilities or hours of work make attendance at day or evening classes at a college or other establishment of further education impossible;

The course should be one approved by the committee;

In general, the fees for the course, but not for subsequent examinations, should be paid for students under the age of 19, but in other cases financial need must be shown;

No assistance should be given towards the cost of a course for the year concerned if the course has already been undertaken;

Renewal of assistance for subsequent years should be subject to a satisfactory report on the student's work.

Shorthand in 24 hours? 'IMPOSSIBLE!'

thought Mr. J. A. E. Goss, 51 High Street, Brecon, South Wales.

Then he learned the complete theory of Dutton Shorthand by post in just under 22 hours' study!

'Before I attempted Dutton's,' writes Mr. Goss, 'I had unsuccessfully tried to learn shorthand and am amazed at the time in which I have picked up the principles of the Dutton system, since I had really given up all hope of learning shorthand. At first the timing on each lesson looked impossible to me, but I have seen that shorthand really can be learned in 24 hours or less.'

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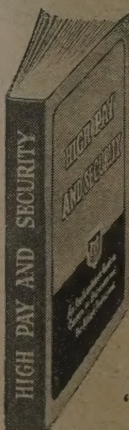
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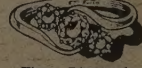
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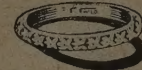
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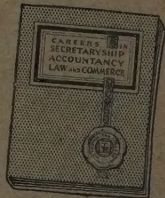
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